Meet was timely study of access as pressures mount on enrolment

by Donald C. Savage
Executive Director, CAUT

Throughout the industrialized world, the problem of accessibility is one of the most fundamental ones for the university system. Recently, the Thatcher government in Britain suffered a serious revolt within the Conservative Party when it attempted to change the student support system. In the United States, the Reagan administration has been in a state of yearly warfare with the Congress over the structure and funding of student aid. In Canada, the authors of "The Great Brain Robbery" have urged the provincial governments to step in and restrict the number of students and faculty in the universities in the interest of returning to an age of quality which they allege existed in the past.

CAUT held a major conference in late November in Toronto to look at some of the issues that lie behind this debate. A mix of scholars and politicians discussed a variety of questions. What do the statistics mean? Can the universities offer any proof of their educational claims? Do they have any social responsibilities? What about qualifications? Are there too many students? Do fees make a difference? Is restraint politically neutral?

See CONFERENCE page 13

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ
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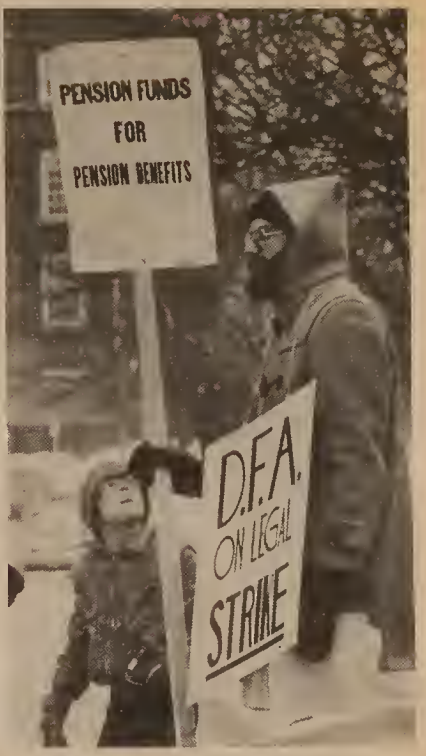
1984 Income Tax Guide in this issue after page 16



Fake degrees are sold in Canada by U.S. mail-order diploma mills

By Patrick McQuaid
Bulletin Correspondent

WASHINGTON — The Federal Bureau of Investigation has identified 15 Canadians as clients of a mail-order *diploma service* which supplied fraudulent degrees, certificates, and licenses to nearly 2,500 individuals during the past two years.

RCMP helped

The Feb. 14 sentencing of Dennis Everett Gunter, mastermind behind the counterfeit enterprise, will cap the latest and largest in a series of dramatic events orchestrated by the Justice Department in an undercover sting known as Operation DipScam. In December, Gunter pleaded guilty to a two-count mail and wire fraud indictment before the federal district court in Oregon, where he maintained his business. The case marks the first for the FBI involving forged diplomas from actual colleges and universities. Earlier investigations centered on fictitious schools issuing their own degrees and academic transcripts.

But the FBI is not alone in its pursuit of fly-by-night operations which have become known as briefcase colleges. Working in tandem with the Justice Department are the U.S. Postal Inspection Service, the Department of Health and Human Services, the General Accounting Office, the Department of Education, and the Royal Canadian Mounted Police and police and intelligence agencies in other countries.

Toronto M.D.

Startling evidence suggesting that more than 10,000 physicians scattered throughout North America have fraudulent medical degrees surfaced recently during Congressional hearings. Among those testifying was a Toronto pharmacist who purchased his medical degree through a firm called Medical Education Placement, Inc. for a fee of $10,000. Identified only as "Mr. L," he told Representative Claude Pepper's Select Committee on Aging that, were it not for his capture, "I think I would have been a good doctor."

Echoing that sentiment was Abraham V.K. Asante, who began his career posing as a medical student in 1968 and is now serving a 12-year sentence for aggravated assault at the Otisville Federal Prison. By 1976, Dr. Asante — with forged medical degrees from his native Ghana and from the Charles University Medical School in Prague, Czechoslovakia — had risen to the rank of Chief Medical Officer in the U.S. military, charged with instructing other physicians.

Two years later he was hired as a Medical Fellow by the National Institutes of Health, assigned to the Baltimore Gerontological Center of the National Institute on Aging. At the Walson Army Hospital at Fort Dix, New Jersey, he acted as staff anesthesiologist in more than 70 operations until August 25, 1983, when he botched a case of minor, routine surgery. The 47-year-old patient in his care will remain "in a persistent vegetative state" for the rest of his life, according to Army neurologists.

Following up

Congressman Pepper also chairs the House Rules Committee and said that formal hearings there will work on remedial legislation to curb the trafficking in "doctored medical degrees."

In the Gunter case, the FBI has launched investigations in each of the 50 States to determine what clients did with their purchased diplomas. The names of all foreign clients — totalling 75 are to be forwarded to appropriate authorities via an FBI legal attache at each U.S. embassy. Most diplomas sent outside the U.S. went to addresses in Saudi Arabia, followed by Canada and the United Kingdom.

The FBI is first checking with the registrars at some 300 colleges and universities to see if those persons did, in fact, attend and graduate. State licensing agencies will then be contacted to inquire if physicians, attorneys, and other

See FAKES page 42

Dal settlement is reached after a one-day strike

After 50 hours of mediation, the Dalhousie Faculty Association voted by a narrow margin to accept the proposed settlement a few days before the strike deadline of Jan. 28.

The Board of Governors agreed never to contribute less to the pension than the members, to stack Canadian Pension Plan benefits on to the university plan rather than integrating as at present, (at a cost of $1.8 million), and to establish a reconstituted Pension Advisory Committee which provides parity between the Board and all bargaining units covered by the plan.

On salary matters, DFA members will receive a scale or inflation increase of 3.35 percent in the first year, although members' base salaries will rise 4.4 percent on April 1, 1985; the second year members will receive 3.7 percent on scale. In both cases the step is added.

The Board also agreed to a COLA trigger if the scale increase is below the actual rate of inflation.

More on page 12.

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Familiar?

It's the new Liaison Books logo which General Editor Allan Evans hopes will soon appear on a series of books. See page 6.

1, 2, 3 strikes, you're...?

When John D'Orsay started his last two jobs, he arrived in the midst of a strike. There was a certain sense of déjà-vu/déjà-vu when he started Jan. 21 as the new Executive Director of the Nova Scotia Confederation of University Faculty Associations (NSCUFA) in Halifax. The Dalhousie Faculty Association had staged a one-day strike five days earlier, and was scheduled to begin a full-scale walkout one week later.

D'Orsay is a Halifax native, and alumnus of King's and Dalhousie. He returns home after a stint as adjudicator and Labor Board specialist with the Alberta Union of Provincial Employees. Before that he worked for the Nova Scotia Government Employees Association.

He succeeds Howard Epstein, who is now Executive Director of the Ontario Confederation of University Faculty Association (OCUFA).

Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors UNIVERSITY OF CALGARY (1979)
The third stage of censure was imposed in May, 1980

President and Board of Regents MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was imposed in May, 1980

Note:
1 Under the first stage of censure locally members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment of the censured university. The censure is advertised regularly in the *CAUT Bulletin*
2 Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment of the censured university. The censure is advertised more widely in Canadian and foreign locally association publications and other publications
3 Under the third stage of censure the CAUT Council recommends that members of locally associations not accept appointments at the censured university
4 Because the CAUT does not recommend that locally members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure.

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To the editor/Au rédacteur

Old pilot's flak

I am appalled at the abysmal ignorance displayed by no less than three reviewers, not to mention the colossal stupidity of the author of the book under review. I refer, of course, to The Language of the Skies by Sanford F. Borins, and the slick, bilingual review that is accorded it in the December Bulletin. Why we would need two psychologists from Acadia and one from Sir Wilfred Laurier, to take on a book about the language of flight control is beyond me.

I just happen to be an old pilot, albeit an English professor, and I just happen to know that the "lingua franca" of the international world aviation scene happens to be English. God help us when it turns into the kind of mess that Quebec nationalists would like to make it over the skies of Canada.

There has already been one major international disaster on Teneriffe, over a misunderstanding of language, and even one in Canada, when, with all parties using English, we still have a complete confusion over what message was intended. "Clear the active" DID NOT MEAN TO REMOVE THE SNOW — it meant, as any pilot knows, get the hell out of the way!

Flying has enough problems without people playing political games over "language rights" and I only wish you had troubled to get a reviewer with some understanding of the real issues, rather than some academics who know absolutely nothing about the subject, and are therefore hardly qualified to review a book by a lawyer who seems to know even less.

I have flown since I was seventeen years old (don't ask me how long now!), and have been in the air in everything from Spitfires to Sabres, and I do find it less than responsible of you to employ reviewers who know virtually nothing about the subject they are reviewing, and are quite convinced by that silly story about "adios" to the Cuban controller.

Gerald S. McCaughey,
Professor of English.
University of Alberta

Faint praise?

It is good of Donald C. Savage to share with us his discovery "that Canadian universities became better in the 60s and 70s, and are now falling back because of repeated years of underfunding" (CAUT Bulletin, December 1984.) By drawing attention to the importance of the gravy train, Savage confounds once again all those who try to muddy the debate over higher education by discussing academic standards, tenure, the impact of collective bargaining and the publication record of the professoriate. In addition, some of them spread despondency by suggesting that Canada does not have a single university with an international reputation.

Keep unmasking the troublemakers, Dr. Savage! University administrators from Calgary to New Brunswick need your input when Bercuson, Bothwell and Granatstein raise awkward questions in *The Great Brain Robbery*. Luckily you are around to warn us about the "dishonesty" of this "nasty and ill-tempered book" with its "lack of intellectual rigour or of any vestige of research."

Given Savage's sombre exposé, let the CAUT recommend that members of faculty associations do not accept appointments at the history departments at York, Calgary and Trinity College, Toronto, until the three guilty authors make suitable amends and promise in writing not to give more aid and comfort to "those ultra right-wing politicians and their supporters, who," as Savage found out, "want to restore the university...to the era in which it served as a finishing school for the economic elite."

Ivan Avakumovic
Professor, History,
University of B.C.

Great equalizer

Professor Joseph Levitt (letter, December 1984) implies that a NATO commitment not to use nuclear weapons against Soviet conventional aggression would be harmless, since "an attacking force needs a three-to-one advantage" that Moscow does not possess.

If Professor Levitt is right about the need for a three-to-one advantage, military history will have to be rewritten. It is widely alleged, for instance, that the German offensive of 1940 in Western Europe was successful. The British (it is said) had to evacuate their expeditionary force from Dunkirk, and the Germans later occupied Paris. But obviously, since the German and Allied armies were roughly equal in numerical strength (with a slight advantage for the Allies in tanks), the reputed German victory in 1940 cannot have occurred.

In reality, of course, it did; and in reality the attacker's need for a three-to-one advantage is pure myth. Even the numerically inferior side may be able to attack successfully by surprise, destroying part of the defending force before it can begin to fight, and denying the defender adequate opportunity to mobilize reserves. It is the attacker who has the advantage of the initiative, deciding not only when but where his blow will fall. Unless he is in a position (geographically and politically) to trade space for time — not the case in West Germany — the defender has to prepare to meet the blow whenever and wherever the enemy strikes. The attacker must seek overwhelming superiority at the point where he hopes to achieve a decisive breakthrough, but only at that point. Three-to-one superiority on the front as a whole would be sheer luxury for a competent general.

Unlike the defensive planning of NATO, Soviet planning for war in Europe has long been based on the idea of a blizkrieg-style offensive. In his important book *We Will Bury You* (London: Sidgwick and Jackson, 1982), General Jan Sejna — who defected from Czechoslovakia in 1968 — reported that Communist forces were scheduled to "reach the Rhine in three days" after the outbreak of hostilities, and then advance on Paris.

In present circumstances, one problem for the Soviet high command is that the concentration required to produce overwhelming superiority at a decisive point would offer an attractive target for Western nuclear weapons. With a "no first use" commitment — that is, a Western renunciation of the nuclear option — this Soviet military problem would be solved, and the deterrent to conventional aggression correspondingly reduced.

Is that really what we want? After all, even the conventional war of 1939-1945 was no picnic, and the risk of escalation to the nuclear level makes another war of that kind less likely.

Kenneth H. H. Hilborn
Department of History
University of Western Ontario

CAUT's challenges, opportunities mean exhilaration, some anxiety

by Sarah Shorten
President CAUT

As we entered 1985, I was moved to reflect on the activities, the achievements and the difficulties of 1984, and to speculate about the new year. 1984 has been an extremely busy year for CAUT. The pressures of demands for action, support and response escalated steadily; the strain on the ability of the elected representatives and the CAUT staff to meet these demands is often extreme.

Continuing activity

Areas of particular and continuing activity this year have included support for our colleagues in British Columbia, response to the Bovey Commission in Ontario, the development of concrete proposals on EPF arrangements between Ottawa and the provinces, and building and strengthening our liaison with other groups in the educational, research, and related sectors.

Lobbying activity has been very extensive, particularly in connection with the Liberal convention, the Federal election, the issues surrounding the taxation of writers and artists, research funding, and establishment of constructive contact with members of the new government in Ottawa.

Many local associations have experienced sustained and severe difficulties both in bargaining and in grievance issues, and our involvement in this connection continues to grow. Policy development and the development of procedural guidelines continue to demand our attention, and such issues as mandatory retirement and the status of women are as urgent as they are important.

Public awareness

We also witnessed in 1984 a significant increase in public awareness of, and media attention to, the problems confronting the universities. This is, in itself, a sign of progress, but it brings difficulties in its train. As the problems are better known and more widely discussed, and public concern for the future of our universities is increased, criticism is also to be anticipated. And criticism there has certainly been, much of which has seemed ill-informed, and some of which has, in my view, certainly been unfair.

But criticism, even unfair or ill-informed, must be answered straightforwardly and with resolve. Considerable effort has been made by CAUT representatives to enhance the quality of debate, and to inform the public, politicians, and the media.

This task, like the others we have faced in 1984, will remain before us for the coming year. I think that our association has matured considerably in recent years, and is well equipped to meet the challenge. However, we will only be successful if we continue to increase the participation in the debate by more and more members of the university community. The signs of progress in the taxation issue are only one example of the effectiveness of broadly based activity and expression of opinion.

Among specific objectives I would envisage for 1985 would be the development of a sustained and regular liaison with the government and the opposition parties, extensive activity in the pursuit of enhanced research support, and strengthened federal commitment to the funding of postsecondary education. We will be challenged to find a policy consensus on mandatory retirement, and the enhancement of the status of women in the universities.

In our own organization we must address urgent budgetary concerns about the need to maintain reserves, meet demand, and maximize efficiency. We shall continue to pursue an increasing bilingual capacity as a national organization. We shall no doubt confront new and imaginative threats to some of our most cherished ideas and aspirations.

Building on success

As an association we are in a state of constant change and development. It is to me quite clear that some hard decisions cannot be long postponed. The job keeps increasing, and our resources do not. Choices must be made, and it is the Association as a whole, through the Annual Council, who will have to make those choices.

We have come a long way, and we owe a debt to our colleagues who formed and guided the association in previous years, of which I find myself constantly reminded. The opportunities for action and the challenges to our imagination, our constructive and committed professionalism are exciting. Like other exciting things, they bring some exhilaration and some anxiety.

One final effort could free USSR dissidents by May 7

Prof. Israel Halperin believes that one big final push could make May 7, 1985 a day for a victory celebration after the long international campaign on behalf of Russian scientists Yuri Orlov and Anatoly Shcharansky.

That's the day representatives of the 35 signatories of the Helsinki Agreement begin a "Meeting of Experts on Human Rights" in Ottawa. Signers of the 1975 Helsinki Final Act include the United States, Canada, Russia, and all European countries except Albania.

Halperin, as a director of the International Campaign — Orlov and Shcharansky, is pleading with individuals to "send an urgent message" to Konstantin Chernenko, President, The Kremlin, Moscow, USSR, asking for the release of the two. Messages might also be directed to Ambassador Alexei Radionov, Embassy of the USSR, 285 Charlotte Street, Ottawa, (Phone (613) 235-4341.)

Orlov and Shcharansky have been imprisoned since their convictions seven years ago of "defamation of the state." Halperin is hoping that a strong show of support before the Ottawa meeting will convince the USSR to pardon them and allow them to move to Canada.

Prof. Halperin is also secretary of the Canadian Committee of Scientists and Scholars. He teaches in the mathematics department of the University of Toronto.

David Thompson's spirit is willing, but...

by Michelle Morissette

The spirit of David Thompson University Centre lives on — at least in the hearts and minds of the residents of Nelson, British Columbia. Despite last May's provincial closure of the five-year-old institution, whose roots go back to the 1950s, the city is still attempting to re-establish a post-secondary education program here.

And while offers are not flooding in, there is still hope. This community of 9,000 fought hard to retain DTU Centre, the successor to Notre Dame University, which they had virtually built themselves.

Multi-purpose option?

"As things stand now, the Centre's library is open to the general public and community groups are using rooms to conduct adult education courses," Nelson mayor Louis Maglio said in an interview. "But, we've had out-of-province interest in establishing serious post-secondary courses in other buildings.

"The problem is that nobody is willing to put up any funding and none of the programs would be large enough to support reopening. What we're looking at now are ways to turn the Centre into a multi-purpose facility where leasing out one part of the facility would make it possible for postsecondary courses to exist in another part."

First battle

The British Columbia government ordered the Centre to shut down completely on May 1, 1984, as part of its economic restraint program. However, it ran into problems when protestors occupied the Centre's library, refusing to leave until the province agreed to leave the library and its contents intact.

Plans had called for the 72,000 volume collection and parts of the building to be moved to Selkirk College in nearby Castlegar. However, Nelson residents felt the collection rightfully belonged to them since they had built and paid for most of the collection themselves.

The sit-in which lasted 96 days had widespread community support with more than 50 people, mainly senior citizens, taking shifts. Townspeople catered to the occupiers, while another large contingent maintained a daily watch on the buildings.

As a result of the occupation, the provincial government agreed to give the city of Nelson the keys for the entire campus until March 31, 1985, and an 18-month lease on the library. Under the agreement the majority of the library collection remained intact in Nelson, while Selkirk was allowed to remove equipment and books agreed on by the city and the occupiers.

War goes on

Nelson was to try and seek ways to keep its university going with alternative funding, and for the past several months a committee designated by city council has been doing just that.

The committee, made up of members of various groups originally fighting to retain the university has recently received a charter to operate as the Kootenai Educational and Recreation Society and has already begun working on several proposals.

"There's no question that there's interest in keeping part of the Centre an educational facility," says Society vice-president Wally Penner, a regional councillor. "The university of Victoria would like to reinstall its rural education program, and a management training institution from Ontario would like to set up a program. As well, we have other proposals. But we need a major tenant to make anything else financially viable."

Penner says the federal government is now conducting a feasibility study on whether the Centre could be the site of a forestry research institute, thereby occupying much of the site, while still leaving space for postsecondary education.

As well, he says, the society is now planning to approach the proper authorities to recommend that the site be turned into a permanent Olympic Training Centre.

"We've also had numerous applications to use the facility as a convention site for small and medium seminars and that's another possibility we're looking into."

Lease extension?

While the city's lease ends at the end of March, Mayor Maglio says it is likely the province will extend it for another year in order to allow the Society to investigate every option.

"We've had considerable support from provincial officials who would like nothing better than for us to find an appropriate solution," he says. "And we're meeting with the minister of education at the beginning of February to discuss the whole issue."

Soldiering on

Meanwhile, the library, over which the townspeople fought so bitterly, was reopened to the general public in October and is now operating 20 hours a week in a non-circulating mode.

"We're mainly operating with volunteers, with a small amount from a Canada Manpower program to pay four people," says Betty Daniels, one of the Library Support Society's directors.

"We're hoping for more funds so that we can allow books to be taken out by next September. Right now the province has ordered us to reorganize the entire collection because they say the building is unsafe. It's been that way for 10 years and they never said a thing. But we're complying, with volunteers to move every single book, because we don't want to give the province any leverage to shut us down."

Daniels, one of the original protestors, says that while many of the volunteers are untrained, they are receiving considerable help from former DTUC librarians now working at Selkirk College, who come in part time and will now be taking part in seminars. We will then be ready to begin participating in inter-library loans, she says.

Should the city be unable to find a major tenant for the former campus, Daniels says the collection will likely become part of the regional library now being established in Nelson. The collection would be separate, but housed in the same building.

Lobbyist's notebook

by Donald C. Savage

The Tax Man

A CAUT delegation composed of President Dr. Shorten, Dr. Levesque, myself, and Prof. Walter Mis of the Faculty of Law at the University of Alberta, met with Perrin Beatty, the Minister responsible for Revenue Canada to discuss the tax problems of university professors. Previous Revenue Ministers had refused to see the CAUT. The delegation emphasized the need to change the Income Tax Act so that university professors who currently spend their own after-tax dollars on research and professional matters can deduct these items in their annual returns. CAUT also reviewed with the Minister the 1981 decision of Revenue Canada to treat tuition waivers for dependents as a taxable benefit.

Research funds — NSERC

Just before Christmas, the Minister of State for Science and Technology testified before the Miscellaneous Estimates Committee. He indicated that he hoped to have a supplementary budget in January. Members of the Ottawa Consortium of organizations involved in postsecondary education and research, including CAUT, wrote to the relevant ministers on December 21, indicating the importance of supplementary funds for NSERC.

Harvie Andre listens

As part of the economy moves of the federal government, the next scheduled census was abolished. This would seriously affect social science research based on the census data. Fortunately, it also affected the calculation of federal-provincial transfers, municipal planning, and business forecasting. The Social Science Federation headed up the protests of the university community. CAUT and other members of the Ottawa Consortium gave their support. Just before Christmas the Minister announced that the census would be restored.

The Wright Report

The Minister of State for Science and Technology requested CAUT to provide him with comments on the Wright Report on the federal role in industrial technology and research. CAUT submitted a detailed response in early January. The Report dealt with many problems, including the indirect costs of federal research. Here it proposed that the federal government meet these costs by moving money from the transfer payments to the provinces. CAUT thinks that if the federal government is to pay the indirect costs of research, this should be new money. CAUT has proposed reforms to the transfer payment system which would encourage the federal government and the provinces to put more money into the system.

There is no money in the till

A familiar refrain. Make sure that you read the report of Auditor General Kenneth Dye before you next chat with an MP or federal civil servant. The media reported across the country that the new CF-18 planes will cost $3.5 billion more than planned. One of the reasons is that the federal cabinet omitted to include many of the costs of parts and replacements in the original calculation. Furthermore, there is an interesting table of cost overruns which shows that an antenna assembly rose from the initial cost estimate of $9 to $2,077.29. A resistor went from $1.19 to $299.19. A self-locking bolt from $2 to $140.43. A door hinge pin from $50 to $1,495.61. Figures like that very quickly breed cynicism about the commitment of government and business to frugality, honesty, and good management. In the United States they provoke Congressional investigations — in Canada, two days in the newspapers. Small wonder that governments in this country are so leery of an effective committee system.

EPF, Ottawa and the provinces

Walter McLean, the Secretary of State, has met with the Council of Ministers of Education on two occasions recently to discuss EPF. There was a distinct threat in the papers associated with Michael Wilson's Financial Statement, that the federal government would review such transfer arrangements in the interests of economy. It seems to me that the probability of such cuts will increase if the provincial ministers responsible for higher education are not able to reach an accord with the Secretary of State on the future of EPF. The CME has never played any significant role in negotiations between Ottawa and the provinces on the crucial matter of transfer payments. I hope that with the advent of a new and less confrontationist government that they will be willing to make some creative proposals. Mr. McLean was quoted in the Globe and Mail as being anxious to remove irritants to the provinces, but also to win them over to an acceptable understanding of the role of the federal government. The post-secondary institutions were, he said, a provincial responsibility but a national resource. Financing a post-secondary education was a "shared area."

Al Johnson and his report

Al Johnson was hired by the previous Secretary of State to write a report on federal-provincial relations in the area of post-secondary education. Although Mr. Johnson's mandate ended in November, the report is not yet technically officially completed. The CAUT has pressed the Minister to release the report. So has the Liberal critic in the Commons, Roland de Corneille.

New Zealand changes rules

The new Labour government in New Zealand has announced the gradual abolition of differential fees for foreign students. (See the article in this issue on higher education in New Zealand by Heather Simpson, President of that country's Association of University Teachers.)

Conference on financing

I will be taking part as a speaker in a one-day Financial Post Conference in Ottawa March 13 to ponder the questions of who benefits and who should pay for higher education and university research. Among others scheduled to take part: Secretary of State Walter McLean; J. Gordin Kaplan, University of Alberta; Judith Maxwell, economist; Prof. John Kucharczyk, University of Ottawa; and Edmund C. Bovey.

Student aid and student fees

Michael Wilson and Flora McDonald announced the demise of the current federal summer employment program. This involved $? million last year. Minister of Employment McDonald has indicated that there will be a new program to replace it, but no one seems in a big hurry to do anything about it. Meanwhile, Ontario students, threatened by Ottawa with the loss of summer jobs, were told by Larry Grossman, the Ontario Treasurer and a candidate for the leadership of the Ontario Conservatives, that he would raise fees by 13 percent annually until students paid 25 percent of the costs of universities. Mr. Grossman was not reported as suggesting any increase in student aid.

Fees in Quebec

The Government of Quebec has announced that it will postpone its decision to impose differential fees for students from other parts of Canada. Both FAPUQ and CAUT vigorously protested this decision when it was first announced.

Une question pour M. Bérubé

Lors de la récente réorganisation du Conseil des ministres, M. Lévesque a créé un nouveau Ministère de l'enseignement supérieur, de la science et de la technologie. A cette occasion, Jean-Louis Roy, directeur du Devoir, demandait: "On verra à l'usage si cette formule retenue dans plusieurs provinces canadiennes...apportera chez nous une mesure nouvelle de compréhension et d'appui pour l'enseignement post-secondaire. Peu importe la mesure retenue — niveau de coût universitaire devenu parmi les plus bas au Canada, faiblesse dramatique des inscriptions aux deuxième et troisième cycle, pauvreté des structures et des encadrements de la recherche... — un fait dramatique s'impose avec force: l'enseignement supérieur au Québec est en train de régresser. M. Bérubé a-t-il le mandat de renouveler une politique désastreuse pour l'avenir du Québec?"

Lobby in Ottawa

The Ottawa Consortium including CAUT has decided to conduct a major lobby of Conservative MPs in Ottawa between February 4th and 8th. The purpose is to ensure that all the members of the Conservative caucus, particularly the newer ones, are aware of the significance of the federal role in the funding of the universities through EPF, research grants, and student aid. CAUT will be providing office back-up and personnel for this lobbying effort.

Bovey puts responsibility where it belongs

by Donald C. Savage
Executive Secretary

The Bovey Commission has reported to the government of Ontario. It will now be up to the new Premier to decide what to do with it.

The report speaks of the excellence of the current system, "its very real achievements" over the past two decades, the dramatic growth of research, professional, and graduate programs and the "increasingly marked differentiation and diversity among institutions." But it also points out that this is now threatened by underfunding.

There are several solutions offered to the problem of underfunding. Even though the minister clearly thought that the Commission should take the current funding levels as a given, it did not do so, although it found most of the extra money elsewhere.

Access policy challenged

One way of doing this is to focus on students. The report recommends a new financing formula which would allow universities a flexibility to increase or decrease their enrolments by 4 percent to 8 percent without financial penalty, depending on the size and mission of the university. It clearly expects that in this scenario the major research universities would reduce enrolment, and spend the money on enhanced research capability. It presents this as a choice between accessibility and quality, and suggests that accessibility to a system that is declining in quality is an empty policy.

Although this turning away from accessibility should only be temporary, the suggestion for cutting numbers shows a curious lack of concern — indeed a bit of schizophrenia — since another part of the report notes that Franco-Ontarians only participate at 50 percent of the rate of anglophones in the province, and that there remain serious accessibility problems for women, the children of the working class, Natives, and for whole regions in the North.

It also notes the problems created by an increasing number of anglophone graduates of high school immersion courses, who are demanding more courses in French at anglophone universities. "Given the range of urgent claims upon current funding that we have identified, the scope here may be somewhat limited," is the bloodless comment.

Savings not specified

The "temporary" nature of these cuts in enrolment is also more than a bit problematic, since restoration is tied to increased federal funds. It seems unlikely that Ottawa will want to increase its funds to teach fewer students.

Nor does the report discuss in any detail what savings the universities would actually make if they reduced enrolment by this amount, since so much of their money is tied up in fixed assets.

Stiff fee hike

Not only would the number of students be reduced but those who remained would face stiff fee increases. First, the current discretionary right of Ontario universities to charge more than the provincial rate would be increased to 118 percent from 110 percent. This would raise $15 million; $10 million would be directed into a new account to help with maintenance and renovations of existing buildings. The other $5 million would be added to the student assistance program.

The report then goes on to say that if governments are unable to find the $91 million needed to restore and enhance quality and accessibility, this should be done through a further fee increase each year in the next four years of approximately 8 percent, until the fee component of revenue reaches 25 percent of university costs in Ontario. (It is currently 16 percent.)

The commissioners also recommend a standard plan of differentiation of fees, so that those in professional programs pay twice the base rate, clinicians three times, doctoral and masters' students one and a half.

However, the Commission sizes by two or three students would reduce the workload of professors, but seems unlikely to make very many of them redundant, and the buildings must still be heated, maintained, and the like.

makes it clear that it only recommends this if the province institutes a contingency repayment scheme, which ties repayments to actual income after graduation. In fact, it urges the federal and provincial governments to establish such a scheme on the federal level using the income tax as the basis for repayment.

This is one of the more far-reaching recommendations of the Commission and is currently under study by a subcommittee of the CAUT set up last fall.

Students short-changed

The Commission does not take into account the current attack on other sources of student funds, perhaps because they were announced late last year. The federal government cancelled the summer employment program for students. It was stated at the time that this would "save" $85 million but, in fact, the sums expended are more than twice that.

Shortly thereafter Ontario announced that it would end the program by which it subsidized employers to take on summer students. It would appear, therefore, that Ontario students will face both severe reductions in earning power and significant increases in fees at the same time. It seems likely that these thrusts will reduce the participation rate — an end clearly desired by many Canadian governments in preference to a serious attack on porkbarrel budgeting, or the raising of taxes.

It is also clearly at variance with the emphasis in the Symons/Page Report on the need for the universities to have a "wider conception of the appropriate clientele," and with Serge Joyal's commitment as Secretary of State to the view that all qualified students had a right to postsecondary education, and that Canada had acknowledged this when it signed the International Covenant on Economic, Social and Cultural Rights. Even the department of the Treasurer of Ontario noted in a document released in 1984 that "The much higher postsecondary enrolment rate in the United States is consistent with its pre-eminent role in innovation."

The report is also perhaps as noteworthy for the things it did not say as for the things it did.

Tenure untouched

It did not attack tenure. In fact it specifically rejected sequential-term contracts. It noted that extensive research in the United States on the handful of universities which do not have tenure indicated "that contract systems do not produce significant faculty turnover as a result of non-reappointments; that there is no evidence that they foster innovation, as compared with institutions on tenure systems; and that a casual relationship, either positive or negative, between term contracts and faculty morale, or between term contracts and faculty performance, cannot be ascertained from available data."

It, therefore, concluded that universities should maintain the tenure system, but ensure rigorous standards through regular review of all faculty and that sabbaticals should only be available to undertake significant work.

Unions misunderstood?

Nor did the report have a word to say about that other bête noire of the New Right: faculty unions. One aside in the report did, however, suggest that the commissioners did not understand the role of faculty associations or unions. It suggested that the maintaining of quality was also a responsibility of faculty associations.

"Faculty associations also are equally responsible for the enforcement of high standards of professional conduct; and their reputation would be greatly enhanced if, like other professional bodies, they themselves were to take the initiative in instances where disciplinary measures are clearly required, rather than merely assuming an adversial posture when administrators and boards undertake the necessary measures."

Faculty members do, of course, participate in the numerous evaluations and

See BOVEY page 14

New Zealand tradition of access is under fire

by Heather Simpson

(Dr. Simpson is President of the Association of University Teachers of New Zealand (Inc.). She is a professor of economics at Otago University, Dunedin, N.Z.).

Underfunding is threatening the unique educational tradition cherished by New Zealanders — the right of every citizen, regardless of academic qualifications, to have access to a university education at some time in his or her life.

Overall, New Zealand universities have fortunately avoided the savage financial cutbacks imposed on, for example, the U.K. system. There are many disadvantages to an academic living thousands of miles from the centre of world population, but one of the advantages is that the ups and downs tend to be less severe.

Although our system expanded significantly in the 60s, the expansion was not as great as that in some other countries. Consequently, although the New Zealand system has faced financial cuts in recent years these have also not been as severe as they might have been. The major impact of these cuts in New Zealand has been in the non-replacement of many staff. There have been no redundancies and we are confident there will not be any.

Access threatened

However, the effect of not replacing staff at a time when student numbers have been increasing has been to significantly worsen the staff-student ratio. This has forced many universities to restrict entry into a significant number of courses. While this may not appear to be a problem for academics in countries which have traditionally restricted the access of students to university education, in New Zealand it is seen as a serious threat to the very character of our system.

One of the characteristics which makes New Zealand unique has been the commitment by society to maintain a system which guarantees everyone access at some time in their life to a university education. This is crucial to any attempt to develop on egalitarian society.

The current restraint on university funding is putting this under threat. Those suffering most will not be the school-leavers with their traditional academic qualifications, but the mature students. There has recently been a significant increase in enrolments of students over the age of 21, who are able to enrol at university independent of whether or not they have passed any entrance examination. Unfortunately, now that entry to many classes is being restricted, these students are disadvantaged because entry is being granted on the basis of academic qualifications. The Association is working hard to redress this problem.

Everynne eligible

Any student who has passed the University Entrance examination (U.E.), awarded in the fourth year of secondary school, is eligible to enter university. However, as pressure has come on staffing many students are no longer admitted to the faculty of their first choice. Students with U.E. normally spend a fifth year at school before going to university. Students with U.E. qualify for a tertiary assistance grant which they can retain for five years, subject to satisfactory progress.

Any New Zealander over 21 may enter university irrespective of academic qualifications. In this instance, no grant is paid, although any student in this category who passes the requisite number of first-year courses will be awarded a grant in subsequent years on the same basis as other students.

New Zealand has thus prided itself on its equitable system of "open entry" to university, and successive governments have committed themselves to a continuation of this policy. However, tertiary assistance grant levels have not been maintained in real terms, and this fact coupled with the problems students are having attempting to get vacation jobs in an economy suffering severe unemployment, is leading to university education becoming virtually an impossibility for those students from lower socio-economic backgrounds.

Three divisions

Higher education in New Zealand is divided into three distinct areas — teacher training, technical education, and university education.

Teacher-training colleges represent the smallest segment of the entire education system. In 1981 there were eight colleges with 562 full-time staff and 7,494 students in training. However, because of falling enrolment in primary schools and the previous government's cuts in education, the training colleges have been trimmed back to the stage where there are now only 364 staff and 3,307 students. The newly-elected Labour government has promised to improve teacher-pupil ratios across the entire education system and it is anticipated that eventually more resources will be put back into teachers colleges.

Biggest segment

The largest segment of higher education in New Zealand can be loosely described as technical education. Thirty years ago this was, in fact, part of the secondary system and there were many technical high schools in New Zealand. Since the early 1960s however, we have seen the development of technical institutes and community colleges in the tertiary sector: there are now 21 in all.

Courses are largely vocational and examples of the qualifications available are certificates for technicians, plus certificates in such areas as advertising, building, commerce, data processing, architectural draughting, engineering, surveying, and town planning. The technical institutes have 2,700 equivalent full-time staff and about 8,000 full-time and 105,000 part-time students.

In New Zealand only universities are able to award degrees. This is a significant difference from other countries — a difference the AUT wishes to see continue. The potential difficulties which might arise when various new proposals come up at the tertiary level, are handled by a body called the Standing Committee on Relationships in Tertiary Education. The brief of this body is to consider the problems of the placement of courses and the rationalization of tuition in the technician, semi-professional, and professional fields.

Student aid

Students entering any of these three areas in tertiary education receive a standard assistance grant from the government. The present grant is structured in three tiers: All students are eligible for $30 per week (approximately $15 US) for the academic year; students who must live away from home are entitled to a further $20 per week; and an additional $10 per week can be claimed on hardship grounds. These levels have declined steadily in real terms, so much so that the Association has expressed grave reservations about the access of students to tertiary education.

Heather Simpson

Naturally enough, there is a certain amount of interaction among teachers' colleges, technical institutes, and universities. For example, many teacher trainees complete Bachelor of Education degrees concomitant with their teaching qualifications; many technical institute qualifica-

See TRADITION page 15

Authors accuse Bulletin of dodging fair debate

by D.J. Bercuson, R. Bothwell, and J.L. Granatstein

We were struck by the quantity of (the Bulletin's) reaction to our book, *The Great Brain Robbery* — no fewer than five pages of space in the December issue. Those five pages have their points, but we must say that they seem unintentionally quite revelatory. There is a unanimity of thought in them unparalleled at least since the last session of an Albanian party congress. As in that country, everything is for the best in the best of all possible worlds, or, as you put it, "higher education is richer, better and more accessible now than it ever was."

Other opinions

We recognize that our point of view is radical and unpopular, but we might have hoped that the CAUT's journal, which is not published in Albania, would have realized that there is indeed great unease in the universities, and on some of the very issues we raised. We might even have expected that CAUT would recognize that our point of view has substantial support in the profession.

Instead of assisting the debate, you have tried to smother it by invoking a unanimity that you know to be spurious. "The Jury Seems Unanimous," you state, ignoring reviews by Allan Connery (*Calgary Herald*, Sept. 23, 1984), Louise Brown (*Toronto Star*, Sept. 9, 1984), Prof. R.C. Stuart (*Belleville Intelligencer*, Sept. 11, 1984), Prof. Michael Bliss (*University of Toronto Bulletin*, Sept. 24, 1984), Prof. Malcolm McGregor (*Vancouver Sun*, October 20, 1984).

If this is your definition of unanimity you clearly do not know what the word means. But if this represents a deliberate attempt to mislead your readers, then your readers can draw the appropriate conclusion. The false unanimity you engender may create a certain glow of comfort in the CAUT offices, but it will do nothing to quiet public and professional concern.

Miracle escape?

There is widespread concern, despite the impression you have attempted to create in the *CAUT Bulletin*. It has been expressed by individuals as diverse as Dr. David Suzuki (*Calum*, Jan./Feb. 1981) and John Godfrey, president of the University of King's College (*Globe & Mail*, December 18, 1984) to Mr. Walter F. Light, president of Northern Telecom and Mr. John L. Stoik, president of Gulf Canada.

These people and many, many, more are seriously concerned about the quality and direction of higher education in Canada today and have called many of the practices and positions of Canadian universities into question. Are they all also misguided, or worse? A recent report released by the National Endowment for the Humanities in the United States has pointed to a serious undermining of the quality of U.S. universities as a result of changes made in the halcyon days of the 1960s. Do you believe that Canadian universities have somehow avoided those problems?

Kill the messengers?

Although many of our colleagues recognize the concerns we have raised and are eager to debate them, the CAUT has instead countenanced efforts to discredit us personally. The CAUT reviewers, not content with dealing with what we said in *The Great Brain Robbery*, have put words, opinions and attitudes into our mouths. "Presumably," says Dr. Savage, we think "the arrival of women on campus" has led to the decline of the university. Where is that suggested? That is a cheap shot. There is not a *single* word in the book that will support such an interpretation. To take refuge behind a sleazy word such as "presumably" is discreditable.

Libel and slander?

As for Professor Vickers, who calls for "the new scholarship" — and fails to demonstrate that there is any — and suggests that we want to turn the clock back to an era dominated by "white, male members of some self-ordained academic elite," we must say that any fair reading of our book will not sustain the heavy burden of myth and calumny that she asks us to bear.

She associates our arguments with "the same human impulses as racism, sexism, and anti-semitism," a slur that not only has no basis in the book but one that goes far to discredit the person who wrote it and the journal that published it. If Professor Vickers speaks for "the new scholarship" and if those are her standards, then she is deeply mired in the quicksand of slander and libel.

Professor Vickers is the worst example of the personal attacks that you have caused to be leveled against us, but she is not the only one. Professors Axelrod and von Zur-Muehlen both charge us with mercenary motives in the writing of *The Great Brain Robbery*. (We presume this is due to our use of a commercial publisher). This, of course, is a complete non sequitur. We would have to conclude from this that they (and others who make this charge) assume that the earning of fees or royalties negates the validity of an argument. So much for Dr. Helen Caldicott and her campaign against nuclear war!

No room for dissent?

Our purpose in writing *The Great Brain Robbery* was to challenge the thinking of academics and the public respecting higher education in Canada today. We chose a polemic style. We chose to be argumentative, to be passionate, to write with an obvious "tongue-in-cheek" approach to a subject we take very seriously. We raised serious issues which need to be addressed.

All too often the response of the CAUT and of the commentators and reviewers in the *CAUT Bulletin* has been that we are bad boys for having told tales out of school, that we are representatives of the 'new right,' that our little polemic is nasty, ill-tempered, filled with contempt, etc. This is a 'circle the wagons' mentality which puts loyalty to the institution above all other considerations.

There are serious points at issue. We are ready to debate them without leveling personal attacks on the integrity of individuals who differ with us. You apparently, are not. Or is there no room for dissent within the ranks of the Canadian academic community?

...but did they betray their own high standards?

by Michiel Horn

There is a great deal amiss with Canadian universities, the authors of *The Great Brain Robbery* assert. Many faculty members are mediocre, many students weak. Governing boards, administrations, and students have too much power, senior faculty too little. Curricula are a mess. Faculty unionization has been a mistake. Governments spend too little money per student and try to interfere too much. Directed research grants and a current emphasis on Canadian Studies are regrettable. Scholarly publishing is in trouble: there is not enough money for it, people don't publish as much as they ought to, and what does get published is too often trash. Reform is overdue. "Let something be done, quickly!" is the author's concluding cry.

David Bercuson, Robert Bothwell and J.L. Granatstein (hereafter known as BBG) are three highly respected historians who have earned enviable reputations for the quality of their scholarly work. *The Great Brain Robbery* is no work of scholarship, however. It is a polemic, apparently written in a hurry and with scant regard for evidence. It is long on opinion but short on fact. Even where I shared their views I found myself wishing for solid substantiation of them.

BBG's main message appears on the opening page and again on the back cover: "Canadian universities no longer take only the best students and no longer give their students the best education." Over the last decades "undergraduate education has been seriously undermined" and "the value, if not the very meaning, of a university degree has been steadily eroded."

Caste system

This misrepresents the past. There is no 'golden age' to be reclaimed. On the assumption that by "the best students" BBG mean 'the brightest' by some test or other, we can safely state that Canadian universities have never come close to taking only the best. Bright youngsters from poor families, particularly girls, were always much less likely to enter university than the intellectually undistinguished sons of the comfortable middle and upper classes.

Moreover, educational systems typically enhance and flatter the performance of the children of the well-to-do while often diminishing that of the offspring of the poor. As for past admission standards, they were not as high as nostalgia may suggest. Western provincial universities, for example, long admitted all those who had junior matriculation in some kind of 'university programme.' This standard was by no means exalted.

Defining "best"

The charge that universities no longer give students "the best education" is harder to address. What form does such an education take? BBG think of it as a "high-quality liberal arts education" with a "core curriculum" which gives students some general knowledge before they specialize. But this has never been what all undergraduates got, nor is it everybody's definition of "the best education."

Furthermore, in so far as this education required professors whom BBG approve of, active in research and publication, Canadian universities in the past provided but little of it. The pressure of high teaching loads in small institutions, the relative lack of support for scholarly work, the low salaries that encouraged moonlighting, and an ethos that rewarded teaching and service rather than original scholarship, for many decades kept most professors from publishing. For part of their history McGill and Toronto were fairly high-powered by international standards. Most Canadian institutions were not.

Unabashed elitists

Occasionally BBG let on that they know this. Their references to the past are, I suspect, of a ritual kind. They may think it easier to interest the public in recapturing the supposed high standards of a golden past than in paying for the enhanced standards of BBG's New Jerusalem. Their norms owe less to the past than to their hopes for the future: universities in which first-rate students, of the kind we may assume they themselves once were, will be taught by first-rate professors of the kind they are today.

They are unabashed intellectual elitists who deplore what they see as the results of trying to provide 'mass education' on the more-or-less cheap. They seem to want the taxpayer to spend more per student within a system in which only the meritorious like themselves would educate or be educated. Students would also pay more, but enhanced scholarships would be available so that no bright youngster would be excluded.

This sort of fantasy is common in faculty clubs, and I have a lot of sympathy for it. Like it or not, however, mass education is probably here to stay. And we should be aware that its enemies often dislike its purported intellectual drawbacks less than its social consequences. An expanding body of university graduates has increased competition for high-status jobs. That a growing number of graduates are young women or people with names that are hard to pronounce has not pleased everybody. The desire to exclude other people's children from university (always on academic grounds, of course) reflects an attempt to limit social mobility.

It is not clear whether BBG occupy this camp. Their insistence on merit seems genuine, even if their emphasis on standardized exams and uninflated grading seems a mite naive. Certainly the evidence they introduce for the claim that student skills have declined in the past two decades is unconvincing. If the students of the 1950s were so good, what explains the whining about low quality reported by authors like Hilda Neatby (*So Little for the Mind, 1953*) or Robert Maynard Hutchins (*The Higher Learning in America, 1962*)? The truth is that academics have for decades, perhaps centuries, found the linguistic and numerical skills of students to be inadequate and in decline. There may be a problem here, as there may be with the grade inflation BBG claim exists, but we need much better evidence than they provide.

Unfair, injudicious

Of all the matters discussed in this book, perhaps none has hit a more responsive chord in some circles than the attack on tenure. BBG oppose it because they say it protects the lazy and incompetent, those who won't publish, who don't stay up to date, who skimp their duties. Of these there are "many," "too many." How many? How large a proportion of all faculty members? BBG don't say, nor do they name names. Thus they leave the entire professoriate under a cloud.

This is unfair and, insofar as it feeds popular prejudice, injudicious. That there are some lazy or incompetent professors no one doubts, but until I get hard evidence to the contrary I shall continue to believe that the proportion is low. And it is misleading to blame tenure for an institutional failure to discipline or, where necessary, dismiss those who abuse their positions.

It is only since the early 1960s that tenure has come to mean "an appointment without term" that can only be ended "for cause, such as gross misconduct, incompetence or persistent neglect." Before that time Canadian academics held their appointments only as long as it pleased their employers, the governing boards and their presidents, to maintain them. Dismissals were rare, however, and those that we know about were generally not for neglect of duty but for objectionable behaviour, such as disloyalty to the employing institution or its head, or criticism of the economic, political, or social order.

Does this mean that before tenure gained its current attributes there were no lazy or incompetent professors, or that they mended their ways or resigned quietly when asked? BBG do not address such questions. They admit tenure has had value in protecting the academic freedom of professors, including the freedom to disagree publicly with their colleagues, their president, or their government. But they nevertheless urge an end to tenure so that the slothful and unworthy may be called to account or expelled.

Saintly oligarchy

How is this to take place? BBG opposes government intervention or administrative prerogative. Instead the "senior scholars, respected by all" in each institution are to take over. In a CBC radio interview, one of the authors mentioned the number "12 to 15." These would review the five-year contracts that professors would henceforth hold, and recommend renewal or termination.

BBG do not indicate who would identify these senior scholars, whether they would be likely to want to devote much of their time to a constant assessment of the work of their colleagues, and who would assess the assessors. They ignore one justification for tenure: that it frees scholars from having to do work with a fast payoff and allows them to start longer-term and perhaps ultimately more important work. And they fail to consider the opportunities for abuse in a scheme that would give enormous power to a small academic oligarchy. Can we be sure that these senior scholars would not try to impose methodological or ideological conformity?

BBG, for example, are

See STANDARDS page 10

CAUT back in book publishing business

Eleanor Evans photo

Editor Allan Evans

by Michelle Morissette

Liaison Books, a publishing venture announced last fall by CAUT and the University of British Columbia Press will be a series of paperbacks aimed at bringing academic concerns to the general public. A major goal is to popularize some of the research now being done in Canada's universities.

The series is an outgrowth of the CAUT Monograph Series, formerly published by Clarke-Irwin. However, unlike its predecessor, it is not destined to languish in non-publishing limbo.

Sales potential

"We've put a great deal of effort into preparing this series," says Allan Evans, a classics professor at UBC who took over the original series shortly before its demise in 1980, "and we feel that the direction we're now pursuing is extremely viable with good sales potential.

"We don't expect to make the best-seller list often, but we do expect reasonable sales in mainstream shops such as W.H. Smith and Classics Bookstores. The kind of readers we intend to appeal to would be the type who read magazines such as Scientific American, Equinox or Psychology Today. They would be readers interested in learning more about specific areas of research."

In an interview at his Kerrisdale home in Vancouver, Liaison General Editor Evans said the series was slow getting off the ground due to the need for considerable spadework, but is now gaining momentum.

Contracts signed

Contracts have already been signed for several titles, with publication tentatively scheduled for next fall. One book will deal with business education, another is planned on biotechnology research and development.

Other proposals are currently before the CAUT publications committee. All proposals can be submitted to Evans himself, but final approval must be given by the Association's selection committee.

"We're definitely getting inquiries now that the word is out," said Evans, whose background includes having served as literary editor of the Commentator, a monthly publication published in Toronto from 1957 to 1971. He is currently co-editor of Studies in Medieval and Renaissance History, a series of hard-bound volumes that comes out once a year.

Must be readable

"But we're very interested in proposals from authors. As things stand now, almost anything is grist to our mill as long as it aims to broaden the public's knowledge about the universities.

"We can afford to be flexible, because we're just beginning. But we're stressing that anything we accept must be oriented to the general reading public. We don't want scholarly works or studies. The material must be eminently readable."

Evans said the publishers are extremely interested in seeing material on research presently being done in Canadian universities on developments in the natural and social sciences and the humanities.

As well, they are interested in titles dealing with the role of the universities in the community and the contributions made by the university to the intellectual life of the nation.

"We'd be interested in a dispassionate look at nationalism in Canadian academic life, if that is possible," said Evans. "But we'd be just as interested in something about agriculture or child psychology, cancer research, the history of science in Canadian universities, or a biography of an outstanding Canadian academic."

Evans stressed that in order to maximize sales Liaison Books is discouraging anything written by a collection of authors since such material rarely sells.

However, he added that the publishing venture is now planning a series of pooket books entitled Science News which would deal with developments in science and technology and which could include essays by seven or eight authors on one particular field. The series would be published at irregular intervals and would wander broadly over a given field. Each issue would have its own editor and would deal with a particular field.

Helpful to career

While aware that many academics are viewing the publishing venture cautiously until it gets better known, Evans said the major problem is the attitude that publishing for the general public would not further an academic's career within the university.

"Despite the fact that tenure regulations include community support efforts, there is a feeling that this sort of book wouldn't be looked at as positively by a promotions committee as, say, a more scholarly effort.

"But then one of the aims of this venture is to bring the university to the public at large, and if that's not community support what is? Still, we're likely to find our authors among the older academics who feel more secure in their positions, or from people taking early retirement."

Untapped market?

Jim Anderson, manager of the UBC Press said that in-house marketing researchers have estimated there is a market for the type of book published under the Liaison title.

"We feel we can compete in the bookstores with other trade non-fiction titles. We would originally be printing between 3,500 and 8,000 copies in Canada, with hopes of getting further books out to the United States, Australia, and New Zealand.

"If we can make inroads in the U.S. we'll be well on our way, and I believe there is a market there. It will depend on the subject. If it has a broad appeal it will be much easier. The key is to make the writing accessible."

Anderson said that while many publishing companies are putting out textbooks or scholarly works, there doesn't seem to be much competition for the type of book Liaison would be publishing.

"It seems that this type of writing has not been quite as forthcoming in Canada as it is in England. The public may just be ready for something like it," he said.

Dal sex harassment rules dangerously biased?

by John Fraser

I was interested to find Dalhousie's new sexual harassment regulations being held up to other institutions in your December issue as the answer to their needs. Having for over six months been near — near, not at — the centre of Dalhousie's first case of alleged sexual harassment since the regulations were passed, I will offer a couple of words of advice to your readers: caveat emptor. I suggest that they take a long look in the mouth of this particular bargain.

Flimsy evidence

To begin with, they might consider the evidence offered in the Dalhousie committee's report for there being a serious problem at Dalhousie at all, since by the committee's own admission a mere handful of complaints have been made in the past few years and all of those involving students have reportedly been settled to the complainants' satisfaction by "ad hoc" informal means."

The evidence, supplemented by the statement that "several cases of sexual harassment have been brought to the attention of the (staff association) executive," consists of two sentences: "The Student Union at Dalhousie conducted a survey in the spring of 1982 in an attempt to determine whether sexual harassment was a problem experienced by students on this campus. The vast majority of the 100 respondents reported having experienced sexual harassment by fellow students, by faculty members, or by other members of the university community."

Most of us are aware by now that one can prove almost anything with a survey, depending on how one defines one's terms, phrases one's questions, chooses one's respondents, and interprets what they say, and when an ad tells us that a survey has shown that nine out of 10 homemakers agree that Pristine washes whiter, we do not normally rush out to buy it. I don't see why we should be less watchful when an academic committee talks in the same fashion, particularly when it calls for an elaborate new course of action on the basis of such evidence.

Not representative?

The procedures established also deserve some pondering, especially those of the formal hearings. What we have here are quasi-judicial five-member panels charged with finding the accused innocent or guilty of charges laid against them, charges that could have very serious consequences for their careers.

In the nature of things, the persons most vulnerable to such charges are male faculty members. But the Dalhousie regulations do not guarantee that there will be a single male faculty member on a panel, or indeed a faculty member of any kind. There may be; but it is not obligatory. Nor is it for the standing 10-person advisory committee on sexual harassment.

Moreover, a panel's verdict is a majority verdict, which means that the prejudices of a single member — undergraduate, graduate student, staff association person, administration person, librarian — can result in a 3-to2 majority that brands the accused "Guilty of sexual harassment." And there is no appeal from that branding. The panel's verdict goes to the President, and implementation of its recommendations must start within 15 days.

Furthermore, the biases here are part of a larger pattern of bias in the committee's thinking.

...until proven guilty

For the committee the primary problem for those who handle cases is obviously not to determine what happened but to decide whether what happened fits its definition of sexual harassment. With only two or three exceptions, it speaks revealingly in its commentary of "sexual harassment" and "cases of sexual harassment," rather than of *allegations* of sexual harassment.

It implies at one point that the mere fact that a plaintiff says that she has felt uncomfortable means that harassment, as the committee defines it, must have occurred. It allows the case officer, who is on the side of the plaintiff, a disproportionate influence on the selection of the independent mediator and the advisor to the plaintiff. (In Dalhousie's first case the case officer picked her own husband as the neutral mediator and went on to appoint all the members of the hearing panel.)

And it explicitly assumes that the members of the standing advisory committee on sexual harassment, from whom case officers are drawn and who are likely to serve on the hearing panels, will be persons "with some sensitivity to and knowledge of sexual harassment." Which is to say, presumably, persons predisposed to accept the plaintiff's word over the defendant's when there are disagreements about what in fact was done, said, hinted in Professor McSwine's office on the afternoon of March 13.

If a defendant, faced with what he considers defamatory accusations and contemplating the likelihood of serious harm to his reputation at the hands of a panel with no legal training and in whose impartiality he has no reason to believe, hires a lawyer to represent him, he must pay for the lawyer himself. But the odds are that the plaintiff's lawyer, if she then decides to have one, will be paid for by the university.

All this is supposedly in accordance with "the rules of natural justice."

Essential difference

The panel hearings, it should be empbasized, are essentially different from those committee meetings in which academics normally sit in judgment on one another, namely with respect to tenure and promotion. In such meetings there is normally either no disagreement about facts (e.g. , about whether or not an article in a C.V. was co-authored), or else a recognition that ostensibly factual questions like "Is Professor Sludge's teaching satisfactory?" are complicated ones, involving the interpreting of a variety of kinds of evidence (answers to questionnaires, reports by class visitors, letters from students, grapevine comments by colleagues, etc.)

And the process of adjudication is not one of working towards either/or decisions about what happened on specific occasions, but of trying to figure out whether the general pattern of the person's career fits in with the conventional "promotion" or "tenure" pattern at that institution. Moreover, a negative conclusion tends to take the form of "Not proven" (i.e., it has not been sufficiently demonstrated that the candidate does deserve promotion or tenure), often accompanied by an indication of what further steps might make a subsequent positive decision more likely. An adverse decision by a hearing panel, however, implicitly takes the form of "Guilty as charged," and it will obviously be in such terms that the advisory committee will be presenting its figures when making its reports.

Old-fashioned bullying

It will no doubt be suggested that my remarks themselves demonstrate the need for draconian measures to cope with male sexism. That kind of argument, however, is like the bullying in the 1930s whereby anyone raising questions about the Moscow trials was automatically accused of being pro-Fascist, and it has no place in debates among acadcmics. Its presence at Dalhousie helps explain how the committee could have consulted with the various campus organizations that it mentions and still come up with the document that it did, and why its recommendations were able to pass through the Dalhousie senate unamended — to the university's disadvantage.

Dalhousie's first case under the new regulations lasted for over six months. It involved inordinate expenditures of time and energy, considerable mental strain, a climate of rumour, the paid services of four lawyers, the participation in one way or another of four others, and interventions by the faculty association executive and a senior administrator.

It raised disturbing questions about freedom of academic enquiry at Dalhousie.

And at the end of it all the complaint was withdrawn without a word of explanation or apology. Probably it will be said that this was a particularly problematic case. All cases are problematic to those involved in them, however, and I have no doubt that there will be other problem cases, given the nature of the regulations, the advisory committee's mandate to drum up business by an expensive "educational" campaign, and the proviso whereby not only individuals who consider themselves harassed but any third party can lay charges, since otherwise they would feel "victimized."

Self-fulfilling definition

This of course throws open the door for ideological thought-policing in a variety of areas. The committee's definition of sexual harassment is very broad, and it will be in the advisory committee's interests to have it construed broadly rather than narrowly, since the more successfully prosecuted cases there are, the more the necessity for the committee's existence and the wisdom of its procedures will be demonstrated.

If what is sought is to promote "the spirit of a community of men and women working together in mutual respect, a spirit which is the hallmark of the University" — this is not how to go about it.

(John Fraser is a professor in the Department of English at Dalhousie.)

The good die younger?

The Experience of Old Age. Stress, Coping and Survival
by
Morton A. Lieberman and Sheldon S. Tobin
Basic Books Inc. New York 1983. 439 pp.

by Sylvia M. Hale

This book presents an extensive social-psychological study of old people facing relocation. One year after 639 elderly people changed their living arrangements, one-half were dead, physically impaired, or psychologically deteriorated. The authors question why some make it, and others not.

Four groups

Their work encompasses four distinct studies. The first group of "Unwilling Old Ladies" included 45 healthy, psychologically-intact women forced to move from a single, small institution to a large, impersonal one; the second "Home for Life" group included 85 community-dwelling people who voluntarily entered a home for the aged; the "Deinstitutionalized Elite" group comprised 82 geriatric patients moved from a mental hospital to community-based and semi-institutional settings; the fourth "Death of an Institution" group comprised 427 geriatric patients moved from a state mental hospital which closed, into other institutions.

Their methodology included long interviews, and a series of psychological tests, conducted over a period of several years before and after relocation. The comparison groups include people who did not move, either from the hospital, institution or community settings, and those who were relocated, with adaptation measured on a four-point scale of improved, unchanged, deteriorated, and dead.

Survival of the...?

Part two examines the nature of stress, probing sense of threat and fear of loss prior to relocation. These measures proved to have no predictive utility with respect to subsequent level of adaptation. Adaptation was related more to degree of independence permitted in the new environment than prior psychological states of threat or loss. Comparison with successful old timers in the institutions suggested that traits negatively associated with mental health, such as aggression, authoritarianism, distrust, low empathy for others, were best suited for adaptation to institutions.

Part three is concerned with adaptation to stress. Complex measures of integration, reflecting a sense of mastery and a balanced approach towards relocation, showed no relation to subsequent adaptation. Neither did personal risk factors such as health, current psychological and social functioning. Very low measures of such resources predicted near-death, but otherwise greater social resources prior to relocation was associated with greater decline subsequently. These people lose more when they move into institutions. A large battery of personality tests also had minimal predictive utility, apart from aggression.

Coping

Part four examines the psychology of old age, comparing those who died within one year of completing the series of psychological tests, with others who survived at least one year longer. The near-death group were not characterized by depression but rather by withdrawal and passivity as a means of coping, and maintaining a sense of self. Concern with death turned into preoccupation and fear only when those near death were forced to relocate. All the old people maintained a consistent sense of self, but with reduced current validation associated with deterioration and death. Reminiscing and reconciliation with past life showed no predictive power either for nearness of death or level of adaptation. Memories seemed to function mainly as a form of current gratification, and sociability among the elderly. Lastly, the authors measured level of hope or despair — the conviction that future effort will or will not result in improvements. This was linked to better adaptation, but probably because of elements of independence and control built into the measure.

In summary, the study suggests that internal psychological states have limited predictive utility in adaptation to relocation; the main variable being quality of setting, and particularly the scope for independence.

Study misdirected?

This study is valuable principally for its methodological sophistication, which allows the authors to dispel a number of myths about the psychology of old age and stress responses. In other respects, however, it is disappointing, particularly given the size of the text, which includes 350 pages of analysis and another 68 pages of appendices. Parts two and three of the book make for heavy and tedious reading, with the methodology, scale constructions, and statistical tests weighing much more prominently than the research results. It takes perseverance not to drown in data and to search for the actual results.

The authors humanize the account with selected case studies, presented almost verbatim, but otherwise hundreds of hours of interview material are not made available to readers, except as condensed into scales and numbers. It might have been preferable to focus less on technique and more on giving a deeper picture of how old people themselves viewed their world, the trauma of relocation, and especially the qualities of the institutions into which they moved, and how these might be improved.

(Dr. Sylvia M. Hale is Associate Professor of Sociology, St. Thomas University, Fredericton, N.B.)

Steacie Prize

Winner of the Steacie Prize for 1984 is microbiologist Dr. Terry Beveridge of the University of Guelph. His primary research interest is in the shape and form of microorganisms.

His combination of structural and chemical work has provided an insight into the physiochemistry of this important bacterial organelle, with important consequences: For example, providing a means to study the penetration of antibiotics into bacteria, and the immobilization of metallic ions by bacteria.

Dr. Beveridge is an Associate Professor in the Department of Microbiology, College of Biological Science, at the University of Guelph, and is the Director of the Guelph regional scanning transmission electron microscope facility, which is located in that Department and is supported by the Natural Sciences and Engineering Research Council of Canada.

The Steacie Prize, which has a current value of $5,000, has been awarded annually since 1964 for outstanding scientific work performed by a younger person. It is named in memory of Dr. E.W.R. Steacie, a distinguished physical chemist and former President of the National Research Council of Canada.

Canadian Professors for Peace in the Middle East
Study Mission
Date: last two weeks in May 1985, exact dates to be determined in the very near future
Will Visit: two of the following three depending on price and other factors: The United Nations in New York, Egypt, and Israel
Maximum delegation: 15
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SENIOR LABORATORY INSTRUCTOR PHYSICAL CHEMISTRY

The Department of Chemistry at the University of Victoria invites applications for a Senior Laboratory Instructor position. This is one of four similar regular full-time positions in Chemistry, within the Administrative and Academic Professional group at the University. Duties will include preparation and demonstration of physical chemical laboratories principally at the second, third and fourth year levels. The successful candidate will be responsible for development of new experiments and overall coordination of these laboratories. Further details are available on request from Dr. G.A. Poulton, Department of Chemistry, telephone (604) 721-7150. Qualifications include an M.Sc. or preferably a Ph.D. in Chemistry with appropriate experience in laboratory administration.
Salary Range: $23,328 to $27,445 per annum.
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Please apply in writing and include a resume of education and experience, as well as the names of at least three referees. Direct replies to: **The Chairman, Department of Chemistry, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, no later than March 15, 1985.**

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"WILL THE REAL JEREMIAH PLEASE STAND UP."

Négocions/Bargaining

by Robert Léger
CAUT Professional Officer

Lors d'une rencontre de l'Association des professeurs de l'Université Dalhousie tenue le 9 janvier 1985, il fut décidé d'organiser une grève en escalade pour essayer de faire pression sur le Bureau des gouverneurs. Il y eu une journée de grève le 16 janvier 1985 et le débrayage complet aurait dû commencé le 28 janvier.

En octobre, les syndiqués, par une proportion de 82% des membres présents, avaient voté la grève. Les négociations se sont poursuivies pendant 16 mois. Avant le vote du mois d'octobre, cela a surtout consisté pour l'administration à essayer d'affaiblir la convention collective. Après le vote de grève, l'administration laissa tomber 26 de ses demandes.

Le principal item en litige est le régime de retraite. Le Bureau des gouverneurs a commencé le processus de prendre un "congé de contributions" de l'ordre de 5,1 millions de dollars. Ce "congé" signifie que le Bureau ne payera plus sa part des contributions dans le régime. D'après le Bureau des gouverneurs, l'argent sera utilisé pour réduire le déficit et pour payer des dépenses administratives. Même si la convention contient une référence au régime de retraite, rien n'empêche légalement le Bureau de prendre ce "congé de contributions".

Le *Financial Post* du 28 janvier notait que ce conflit pourrait devenir un précédent pour les autres universités. Des rumeurs circulent à l'effet qu'une autre université canadienne attend le résultat de la grève à Dalhousie avant de prendre un "congé de contributions".

Finalement, les salaires sont une autre question qui n'est pas réglée. Les deux parties ne s'entendent pas sur les augmentations salariales et de plus, l'association voudrait augmenter les minimums pour chaque rang.

On trouvera ailleurs dans le *Bulletin*, un article dans la langue de Shakespeare qui analyse la situation en détails.

Elsewhere in N.S.

At the same time as the teachers at Dalhousie were preparing for a strike, at the other end of Halifax the Saint Mary's University Faculty Union and its administration had reached a tentative agreement. In particular, the employer has agreed to raise its contribution to the pension plan by 1 percent in the first year of the agreement and again by 1 percent in the second year, raising the university contribution to the plan to 8 percent from 6 percent after two years. Both parties agreed to a 5 1/4 percent increase in the salary scale in the first year and to 4 percent increase in the second year of the contract. Salary stipend for part-time course has been raised to $3,600 from $3,233 per course. Furthermore, the union has accepted the request of the employer that limited-term appointments be made more available to the university for special projects, or in case there is an abnormal increase in student numbers. At the time of writing, ratification of the agreement was expected by the end of January.

On January 22 to 24, 1985, the Faculty Association of the Technical University of Nova Scotia (TUNS) and the Employer met with a conciliator. Negotiations between the parties started on August 30, 1984 and the Board of Governors requested conciliation after the meeting of

November 19, 1984.

There were four main issues to be considered by the conciliator: I) the Board proposal that outside professional activities should be restricted; II) the Board proposal that salary ceilings for all ranks should be lowered; III) the union membership status of the Director of the School of Computer Science; IV) the packaging of certain proposals. In addition, there is no settlement on the salary package yet. CAUT staff member Ron Levesque has been providing assistance to the TUNS Faculty Association.

At the Nova Scotia College of Arts and Designs (NSCAD), the Faculty Association is asking the Board of Governors for voluntary recognition as a

See NÉGOCIONS page 9

Nipissing University College

Faculty of Arts

Nipissing University College requires qualified universily instructors to teach Ihe following courses, pending Senate approval:

Spring Session 1985
(April 22, 1985 to June 28, 1985)
COMM 2005E: Intermediate Business Administration
ENGL 3135E: Victorian Literature
Two of the following History courses:
HIST 3476E: The Third World: Its Historical Development
HIST 3016E: History of Latin America
HIST 3726E: Modern China
PHIL 2545E: Moral Philosophy
PSYC 3005E: Personality and Adjustment
SOCI 1015E: Understanding Sociology

Summer Session 1985
(July 2, 1985 to August 15, 1985)
PHIL 2325E: Reason and Experience in Early Modern Philosophy
PSYC 2305E: Psychology of Industry and Work
SOCI 2035E: Sociology of the Family

The stipend is $3,970 plus moving and accommodation allowances. Please send a curriculum vitae and arrange to have three letters of reference sent to Dr. Roman Brozowski, Dean of Arts.

For further information please call (705) 474-3450, Extension 2315.

Nipissing University College
Box 5002
Gormanville Road
North Bay Ontario
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Faculty Positions

University of Saskatchewan

Applications are invited for two tenure-track faculty positions at the Assistant Professor level commencing either January 1, 1985 or July 1, 1985. Applicants should have a Ph.D. in Computer Science or Computer Engineering (or should be nearing completion of this degree). Candidates from all areas of Computer Science or Computer Engineering are encouraged to apply. Responsibilities will include teaching at the undergraduate and graduate levels and research. Salaries will be in the range of $34,000 to $42,000 depending on qualifications and experience. The University of Saskatchewan services approximataly 14,000 students with a very attractive campus that overlooks the South Saskatchewan River in Saskatoon. A young, vigorous and expanding Department of thirteen provides B.Sc., B.Comm. and M.Sc. degree programs in Computer Science and a joint Computer Engineering program. A Ph.D. degree is offered on a special case basis and a formal program is currently under review. The Department has available some excellent research facilities featuring a VAX 11/750 running UNIX in addition to very good undergraduate facilities that are administered by Academic Computing Services. Although "in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents", all qualified persons are strongly encouraged to apply. Please direct enquiries and applications to:

Dr. P.G. Sorenson, Head
Department of Computational Science
University of Sasketchawen
Sasketoon, Seskatchewan
S7N 0W0
(306) 343-3783

"Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents".

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Exigences:
— Ph.D dans les domaines des ressources hydriques ou du traitement de l'eau.
— Expérience en recherche;
— Admissible à l'Ordre des Ingénieurs du Québec.

Traitement.
Selon le convention collective SPUD-UQAM.

Les candidats sont priés de faire pärvenir un curriculum vitae détaillé **avant le 1er mers 1985** au:

Dr Patrick Béron, ing., Ph.D.
Directeur
Département de physique - Groupe sciences techniques
Université du Québec à Montréal
C.P. 8888, Succursale "A"
Montréal (Québec)
H3C 3P8

Université du Québec à Montréal

Faculty of Forestry

Applications are invited for a tenure track appointment in Forest Management at the Assistant Professor Rank beginning July 1, 1985 subject to budgetary authorization. A PhD or equivalent experience is required. The appointee will teach undergraduate and graduate courses, supervise graduate students, and will be expected to mount a strong research program. Preference will be given to those candidates with a strong background and orientation towards the application of contemporary management science and operational research techniques to forest management decision making.

Applicants should note that, in accordance with current govemment regulations, only those persons eligible for employment in Canada, may apply at this time.

Applications, including a curriculum vitae and names of three referees should be submitted to:
Dr. G. L. Baskerville
Dean, Faculty of Forestry
University of New Brunswick
Bag Service #44555
Fredericton, NB
Canada E3B 6C2

UNIVERSITY OF NEW BRUNSWICK

NÉGOCIONS From 8

bargaining agent for the faculty.

Action in Ontario

The Faculty Association of Lakehead University requested a conciliator on January 14, 1985. The contract expired in June 1984, and negotiations had been underway for approximately five months. All items have been settled except for salary. The Board's last offer before conciliation was 5.2 percent for the first year and close to 6 percent for the second of a two-year contract. The Faculty Association wants a three-year contract with catch-up to the provincial median salary level by 1987. In 1984, Lakehead's relative salary position was second lowest in the province of Ontario.

Laurentian University Faculty Association and the employer met at the beginning of January 1985 with the help of a government mediator. Some progress was made but a settlement was not reached. The employer indicated its final position which the Faculty Association communicated to its membership. The association negotiating team recommended rejection. The main items in dispute are salaries, pensions, sabbaticals, and workload. CAUT staff member Howard Snow provided assistance to the Faculty Association.

Au début de janvier 1985, l'Association des professeurs de l'Université d'Ottawa (APUO) en arrivait à une entente de principe avec l'employeur. Les votes de ratification ont eu lieu à la fin janvier. La convention collective sera rétroactive au premier mai 1984 et sera en vigueur jusqu'au 30 avril 1987. Une augmentation générale d'échelle de 2,8 pour cent est prévue. Les parties se sont aussi entendues sur les augmentations progrès-dans-le-rang. La nouvelle convention contiendra des garanties qu'aucune réduction au régime de retraite et aux autres bénéfices ne sera faites sans l'accord de l'association.

On January 9, 1985, the Faculty Association of **Trent University** unanimously ratified a three-year agreement which is effective July 1, 1984. For the first year of the contract, the salary increases are determined by the contract, but in the second year, salary issues will automatically go to binding arbitration. In the third year, there will be salary negotiation and if a settlement is not reached, there will be binding arbitration.

British Columbia

At **UBC** negotiations on the Framework Agreement started in February, 1984. The administration wanted I) the elimination of binding arbitration for salaries, benefits, leave, and subsidiary salary negotiations; II) the complete elimination of the grievance procedures. At the beginning of January 1985, an agreement on amendments to the Framework Agreement was arrived at. This agreement was ratified by a mail ballot January 17, 1985. Following is a brief summary of some of the major revisions to the Agreement.

Arbitration: A three-person non-partisan panel replaces the present single arbitrator. The decision of the panel is binding if unanimous; if not unanimous, the decision can be rejected by the Board of Governors. If the arbitration award is rejected, the items which are awarded unanimously are binding, and total compensation to faculty shall be no less favourable than that proposed in writing by the administration during negotiations.

Settlement of disputes: The ground for initiating the arbitration process are widened.

Informal settlement: Use of the good offices of the Personnel Services Committee is strengthened.

Mount Saint Vincent University
President

Mount Saint Vincent University of Governors invites applications, nominations and enquiries for the position of President. The appointee will be expected to take office July 1, 1986.

Mount Saint Vincent University is unique, being the only university in Canada whose primary orientation is to the higher education of women. Founded in 1925 by the Sisters of Charity, it is open to students and faculty of any religious affiliation. The university has a current enrolment of more than 3,400 full and part-time students and a full and part-time faculty of 212. It offers students a personalized education leading to undergraduate degrees in Arts and Science, Child Study, Education, Home Economics, Office Administration, Business Administration and Public Relations; Masters programs in Education; diploma or certificate programs in Gerontology, Business Administration and Secretarial Arts. The university offers special programs in Co-operative Education and Distance Education via Television. The university is associated with Dalhousie University and the Nova Scotia College of Art and Design, and works closely with other universities in the area.

POSITION: The President is the chief administrative and academic officer of the institution and is responsible for implementing the policies established by the Board of Governors, and for providing leadership and direction for the university.

QUALIFICATIONS: Candidates should possess a strong commitment to a liberal arts core; university teaching experience; demonstrated ability in administration; some experience in dealing with governments; fiscal management; faculty, student and community relations; and attitudes compatible with the character of a women's university and the Catholic tradition of the university.

Applications with curriculum vitae should be sent by March 15, 1985 to:

Dr. Susan Clark, Secretary
Presidential Search Committee
Mount Saint Vincent University
166 Bedford Highway
Halifax, Nova Scotia B3M 2J6

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

LET'S SEE YOU DO IT... OUTDOORS!

PARTICIPACTION

The University of Lethbridge

FACULTY OF EDUCATION

Special funding has made possible enhancements to the Faculty of Education program. The Faculty offers a four-year Bachelor of Education Degree, a Master of Education program which emphasizes "master teachers", and a Graduate Diploma in Education.

Special Education and Educational Psychology

Requires strong educational psychology background with training and experience in a broad renge of special education fields. Demonstrated ability to work with teachers of special needs children in credit and non-credit activities. Training and experience with rural special education programs and teachers preferred.

Appointment and Salary: Probationary (tenure track), pending funding approval. Expected to be made at Assistant Professor level (1984-85 range $28,319 to $36,262).

Effective Date: August 15, 1985

Computer Education

Requires demonstrated understanding of computers in education and leadership ability in developing a Faculty program of Computers in Education. Ability to assume overall responsibility for management of hardware, software and computing facilities. Experience in offering professional development activities for teachers and staff.

Appointment and Salary: Probationary (tenure track), pending funding approval. Expected to be made at Assistant Professor level (1984-85 renge $28,319 to $36,262).

Effective Date: July 1, 1985

Mathematics Education

Requires demonstrated background and expertise in methematics education, K-12 and working effectively with cooperating teachers. Ability to work with mathematics teachers in professional development activities and to assume leadership in developing the Faculty's methematics education program.

Appointment and Salary: Probationary (tenure track). Expected to be made at the Assistant Professor level (1984-85 range $28,319 to $36,262).

Effective Date: August 15, 1985

English Language Arts Education

Requires experience in teaching curriculum and instruction courses. Ability to offer inservice workshops for teachers and offer leadership in the development of English Language education.

Appointment and Salary: Two-year term. Salary commensurate with qualifications and experience.

Effective Date: August 15, 1985

Special Requirements and Terms for All Positions

- Demonstrated teaching excellence at public school and university level, skill in curriculum and instructional development. Experience in supervising student teachers, skill in working with cooperating teachers.
- A second area of expertise in teacher education and ability to teach undergraduate and graduate level courses.
- Doctorate or near completion.
- Closing date for applications is March 4, 1985.
- In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications

- Letter of application, full curriculum vitae and names of three references to be sent to: Dr. E. Mokosch, Dean, Faculty of Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4.

Wilfrid Laurier University

1. Applications and inquiries are invited for a visiting professor in the Faculty of Social Work.
2. An M.S.W. degree or the equivalent is required and a doctorate would be preferred.
3. Responsibilities include teaching graduate courses in social *policy, community development, social planning, program evaluation and research; advising students in the field and in research.*
4. Appointment will be from 1 July 1985 until 30 June 1986.
5. Salary commensurate with qualifications and experience.
6. Applicants should submit a curriculum vitae and the names of two referees to **Dr. Shanker A. Yelaje, Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, Canada.**
7. Applications must be received by 1 May 1985, in accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada. Faculty from non-Canadian universities may apply as Visiting Professor provided that they are able to document that they will be returning to their home university upon completion of the twelve month contract.
8. The position is subject to the budgetary approval for 1985-86.

DEPARTMENT OF BIOLOGY

The Department of Biology at the University of New Brunswick, Fredericton campus, has a position for a Botanist who will be required to teach a elementery Genetics, to contribute to teaching in the Botany program and to carry out a vigorous research program. A candidate is sought who will strengthen existing areas of research and teaching in the Department.

Assistant Professor, two-year term appointment possibly leading to tenure track, to start July 1, 1985 or sooner, by arrangement. This position has budgetary approval.

Apply, giving full curriculum vitae, a letter indicating the nature of a proposed research program, and a statement indicating how the candidate would contribute to strengthening existing areas of the Departmental program. Please provide the names of three academic referees to:

Dr. M.D.B. Burt
Chairman, Department of Biology
University of New Brunswick
Bag Service 45111
Fredericton, New Brunswick
E3B 6E1

Closing Date: As soon as an acceptable candidate is identified.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK

STANDARDS from page 5

senior and respected, and thus obvious candidates to judge their colleagues. But they evidently think little of specialized languages in the social sciences ("gobbledegook"), 'cliometrics,' and Canadian Studies. Given the chance, would they not be tempted to downgrade work that they dislike? They might be able to resist temptation; other scholars would not be so saintly.

The tenure-granting process as it exists is time-consuming and usually thorough. But abuses are possible. There are those whom we may be tempted to exclude even though they are accomplished, and those whom we may wish to accept even though they are not. The machinery of due process often prevents such abuses, but it is not perfect. To keep repeating something like the granting of tenure at five-year intervals, with only senior scholars acting as judges, would consume vastly more time while adding to the likelihood of abuse.

Better ways

There are better ways of ensuring that tenured faculty continue to perform satisfactorily. One means close to us in place and time is the collective agreement at the University of Ottawa, particularly the section dealing with 'progress-through-the-ranks' increments. The system signals to offenders that they are not performing adequately and allows them time to pull up their socks.

BBG want something more drastic and punitive. High-quality universities must have fewer students and fewer faculty. Raised admission standards will weed out many of the former; senior scholarly action will weed out many of the latter, particularly those who don't publish.

"We believe in 'publish or perish'," BBG proudly say. Still, they reserve a place for some of those who don't publish, but only if their teaching abilities are "clearly high." These will be "directed to teach more than those who do publish." This is wise. Somebody had better be around to teach while those who publish are off on their sabbaticals and special research leaves.

Sales vs. standards

It would be wrong to dismiss BBG's book simply because their language is intemperate or their analysis and judgment sometimes faulty. Their book has the makings of a serious critique of Canadian higher education. Our universities are far from perfect. Had BBG looked long and hard for evidence that might have substantiated their views or forced their modification, had they laid the basis for workable reform proposals, they would have written a better book. It would have taken longer to produce, however, and would hardly have been the sort of volume from which *Toronto Life* would have wanted to publish an excerpt. It would have been noticed, but it would have prompted neither the minor sensation nor the healthy sales they seem to have desired.

BBG may have written a best-seller. But they have done so in defiance of the high standards of their serious work. They have done an injustice to many of their colleagues and many students, and have given far more comfort to the enemies of the academy than to its friends. Their scholarly reputations should easily survive the publication of this book. It is to be hoped that the universities, especially those in an Ontario in which the Bovey Commission has been at work, will survive with as little damage.

Tenure protects BBG

I have not discussed the full catalogue of this book's complaints: to do so would take another book.- My own interest in the history of academic freedom has shaped this review and prompts my final observation. The very appearance of this ill-tempered little volume shows academic freedom to be safer than it was in the not too distant past. BBG should be glad they enjoy the current form of tenure. As recently as 25 years ago a book denouncing the evident mediocrity of the Canadian universities of that time would have got the authors into hot water with their presidents. Fifty years ago it might have got them sacked. Fortunately there is no danger of that today.

(Michiel Horn teaches Canadian History at Glendon College of York University and is a member of CAUT's Academic Freedom and Tenure Committee).

UBC

FACULTY OF ARTS
Dean

Applications and nominations are invited for the position of Dean of the Faculty of Arts, effective July 1, 1985. The faculty is the largest at UBC, and includes twenty departments and three schools with almost 600 full-time and a large number of part-time faculty members. The faculty offers five bachelor degrees (Arts, Fine Arts, Home Economics, Music, and Social Work); two post-baccalaureate professional master degrees (Archival Studies and Library Science); five diploma programs (Applied Linguistics, Art History, Film/TV Studies, French Translation, and German Translation); and master and doctorate degrees in many areas.

The successful candidate must be recognized in a field of research pertinent to the activities of the faculty and will provide academic leadership for the faculty. The dean will have proven administrative ability and will be dedicated to excellence in teaching. The salary for this senior academic position is negotiable.

Applications and nominations should be directed to **Dr. Robert H.T. Smith, Vice-President, Academic, The University of British Columbia, 6328 Memorial Road, Vancouver, British Columbia V6T 2B3,** no later than March 1, 1985, and must include a curriculum vitae, a list of publications and the names of at least three referees.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants.

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China-Russia quietly resume their education ties

by Ruth Hayhoe

Quietly and without fanfare, the Chinese have resumed educational relations with the Soviet Union broken off in 1960. In September 1983, 10 Chinese students of Russian language and literature went to study at Moscow's Pushkin University, while 10 Soviet counterparts were received in the Beijing Languages Institute.

In April 1984, a protocol on student exchange for 1984-85 was signed between the Chinese Ministry of Education and the Soviet Ministry of Higher and Specialized Secondary Education. It stipulated that 70 students would be exchanged between the two sides for one or two years study in the natural, technical and social sciences, apart from the language study exchange.

There are also indications that educational relations between China and Eastern Europe may take shape within recently signed Chinese agreements with Czechoslovakia, Hungary and Poland for cooperative relations in trade, economy, science and technology. In the case of Poland this is already evident in an agreement between Warsaw University and Beijing University, signed in March 1984, for the exchange of scholars, students, research, educational materials and publications.

While the numbers involved in Chinese educational interaction with the Soviet Union and Eastern Europe are likely to remain modest, in comparison to the estimated 10,000 or more Chinese scholars and students in North America and 4,000-5,000 in Western Europe, they do indicate a Chinese determination to open up channels to the socialist part of the industrialized world, concurrent with their present experiment in exposure to higher education under western and Japanese capitalism.

This comes as no surprise to the reader of Chinese educational journals, where articles on Soviet educational theory and practice appear at least as frequently as those on Japan and the West, and Soviet educational writers are translated for scholarly and public consumption far more often than educators from any other country. China's educators are apparently realistic enough to recognize that the Soviet educational patterns adopted in the early fifties in China, have become so deeply entrenched that the emulation of attractive reforms in Soviet education is more practically possible, than that of equally appealing developments in western education.

Many middle-aged Chinese scientists and educators retain both some knowledge of the Russian language acquired in the fifties, and a general sense of familiarity with the Soviet educational practices which were fundamental to their own initial formation.

The persistance of these patterns and the educational values associated with them, suggests that educators in China have greater autonomy from the politicians than might be expected. There can be little doubt, however, that this quiet resumption of educational relations is linked to the improvement in economic relations between the two countries. Sino-Soviet trade was reported to have increased by 170 percent between 1982 and 1983, and another 60 percent increase was reported in the first five months of 1984.

Ruth Hayhoe is with the Higher Education Group of the Ontario Institute for Studies in Education.

ECONOMIST

Applications are invited for a faculty position at the rank of Assistant or Associate Professor, beginning July 1, 1985. Responsibilities include undergraduate teaching and research in two or more of the following areas: Theory, Monetary Economics, International Trade, Regional Development, Labor, Public Finance. Applicants should have the Ph.D. degree or be near completion. Teaching and other experience desirable.
Applications, including curriculum vitae and the names of three referees, should be sent to: Professor John Nicholson, Chairman, Department of Social Sciences, University College of Cape Breton, P.O. Box 5300, Sydney, N.S. B1P 6L2.

The University of Manitoba

Faculty of Science
Head
Department of Microbiology

Applications are invited for the position of professor and head of the department of microbiology in the Faculty of Science. The department has graduate and undergraduate programs in microbiology, biochemistry and genetics.

Headship terms in the Faculty of Science are normally for a period of five years. Salary negotiable depending on qualifications and experience.

Applications should be received by March 15, 1985 and the appointment will take effect July 1, 1985 or as soon thereafter as practical.

The University encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should be sent to: P.K. Isaac, chair, microbiology headship selection committee, University of Manitoba, Faculty of Science, 250 Mechray Hall, Winnipeg, Manitoba, Canada R3T 2N2.

Université de Moncton
Centre Universitaire de Moncton

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DIRECTEUR DE L'ÉCOLE DE NUTRITION ET D'ÉTUDES FAMILIALES

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La Faculté des arts compte huit départements dont: anglais; art dramatique; arts visuels; études françaises; histoire et géographie; musique; philosophie et sciences religieuses; traduction et des langues. Elle compte soixante et neuf professeurs et environ six cent vingt-cinq étudiants à plein temps dans les programmes de premier et deuxième cycles, et offre plusieurs programmes à l'Éducation permanente. La Faculté regroupe l'enseignement et la recherche dans les domaines mentionnés plus haut.

DOYEN DE LA FACULTÉ DES ÉTUDES SUPÉRIEURES ET DE LA RECHERCHE

La Faculté des études supérieurs et de la recherche est composée d'un doyen, d'un vice-doyen et de deux conseils, soit le Conseil de recherche et le Conseil des études supérieures. Le programme de maîtrise en administration publique est rattaché à cette Faculté ainsi que la Chaire d'études acadiennes et le Centre d'études du vieillissement.

DOYEN DE LA FACULTÉ DES SCIENCES ET DE GÉNIE

La Faculté des sciences et de génie compte trois départements dont: biologie; chimie et biochimie; mathématique, physique et informatique; et l'Ecole de génie. Elle compte cinquante-cinq professeurs et au-delà de six cent cinquante étudiants à plein temps dans les programmes de premier et deuxième cycles, et offre plusieurs programmes à l'Education permanente. La Faculté regroupe l'enseignement et la recherche en science fondamentale et en ingénierie.

DIRECTEUR DE L'ÉCOLE DE NUTRITION ET D'ÉTUDES FAMILIALES

L'Ecole de nutrition et d'études familiales offre trois programmes de 1er cycle dans les domaines suivants: nutrition (programme accrédité par l'Association canadienne de diététique), économie familiale et enseignement des sciences familiales. Elle offre aussi un programme de maîtrise, avec des concentrations en organisation et vie familiale, en alimentation et nutrition et en textiles et vêtements, de même que des programmes de mineur en vêtement-textile et en études familiales. D'importants projets de recherche sont en cours tant dans les domaines de vêtements, textiles, nutrition et alimentation. L'Ecole est aussi engagée dans un programme de coopération internationale en Amérique centrale et a un projet en Afrique.

FONCTIONS

Sous l'autorité du vice-recteur à l'enseignement et à la recherche, le doyen/directeur est responsable du fonctionnement de la Faculté/Ecole. Président du Conseil de la Faculté/Ecole, il dirige le personnel enseignant, veille à l'établissement des priorités en tenant compte des implications budgétaires, analyse et fait connaître les besoins de la Faculté/Ecole, travaille au maintien des normes et coordonne les activités d'enseignement et de recherche des professeurs. Il représente la Faculté/Ecole au Sénat universitaire ainsi que sur plusieurs comités à l'intérieur et à l'extérieur de l'Université.

QUALITÉS

Le candidat doit être en possession d'un doctorat ou d'une formation universitaire équivalente dans l'une des disciplines de la Faculté/Ecole. De préférence, il devrait faire preuve d'expérience dans l'enseignement universitaire, la recherche et l'administration. Le candidat doit maîtriser la langue française, tant orale qu'écrite.

DATE D'ENTRÉE EN FONCTION: Le 1er juillet 1985

Les candidatures seront étudiées à compter du 1er mars 1985. Les postes en questions sont offerts aussi bien aux femmes qu'aux hommes. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé et un dossier professionnel complet avec le nom de trois (3) répondants au:

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Université de Moncton
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Crisis at Dalhousie

After 10 months of fruitless negotiations and conciliation, some 600 members of the Dalhousie Faculty Association met Jan. 9 and endorsed a plan from their executive for escalating strike action. Information pickets were posted on the campus for two days. Then on Wednesday, Jan. 16, the faculty staged a one-day strike. The same day the Trustees of the CAUT Defence Fund voted to provide strike pay for the Dalhousie faculty and professional librarians, and the students marched on Province House. The faculty were scheduled to commence an indefinite strike Jan. 28.

DFA outraged

The DFA is outraged by the Board's unilateral decision not to pay $5.1 million in contributions to the university pension plan. It skipped payment of $1.8 million in 1984 and will withhold another $3.3 million early this year. This action was a major item of conflict in the months of fruitless negotiations, during which Board representatives directed most of their efforts to gutting the existing collective agreement. When the DFA voted heavily in favor of strike action last October, the Board dropped 26 of its demands.

Other major issues were salary increases, and the refusal of the Board to consult with departments when it decides the university is facing a period of "financial restraint," a term used at Dalhousie when it has diagnosed a condition that occurs before a conventional "financial exigency."

Donahoe disagrees

The Board claimed it needs the money withheld from the pension fund to pay administrative costs and to reduce the university's deficit.

Nova Scotia Education Minister Terry Donahoe apparently didn't agree. He was quoted in the Halifax Chronicle-Herald Jan. 11:

"It's been my understanding all the way through, that one of the major elements of the dispute is not the amount of resources the university has available to it, but rather certain decisions taken by the university relative to the pension money.

"I'm not satisfied at all that Dalhousie University doesn't have the resources available to it to make a reasonable and legitimate settlement with the faculty."

The university's Vice-President (Finance), who resigned recently, was quoted in the same newspaper as acknowledging that the failure to pay pension contributions was partly to blame for the strike situation. He had originated the scheme and recommended it to the Board.

May be legal

CAUT Vice-President Allan Sharp wrote the Board of Governors urging them to reconsider their position on the pension issue. Many other faculty associations across the country protested this action of the Board.

The Dalhousie Board may have the legal right to do this despite the fact that the plan is referenced into the collective agreement, because the plan itself contains no language to prevent this.

The position of the DFA is that all funds paid into the pension plan are deferred wages and belong to the employees, as are all profits realized on these funds. The DFA also believes that there is

See STRIKE page 43

The faces reflect the mood at pre-strike DFA meeting.

Wamboldt-Waterfield photos

Pickets faced sub-zero temperatures Jan. 16.

N.S. Education Minister Terry Donahoe met students.

CONFERENCE from 1

The conference was opened by Roy Romanow, the former Attorney General of Saskatchewan. Mr. Romanow spoke eloquently of his own background — born in the 1930s, the son of Ukrainian immigrants and of his commitment to access to the university without financial barriers. He noted that simply abolishing fees would not solve the problem: such outreach programs as adult education and the Federated Indian College at Regina, were needed.

He urged caution about the call for differentiation: "Behind this agenda may lurk the political plan of stripping universities to core departments," except for a few which will be allowed to be structured as "true universities." Stripped-down universities "may not meet the threshold of diversity in intellectual inquiry," or have the "necessary cross-fertilization" to be true universities.

He said that the base for the university endeavour must be autonomy and diversity. The decision to create the University of Saskatchewan as a major multi-faculty university was hardly justifiable on narrow pragmatic grounds, in terms of the age in which it was created. It was a brave and far-sighted decision which would not likely have been made by a cautious centralized bureaucracy. Increasing demands for routine, mathematically verifiable accounting of all that the university does, might well destroy its soul. Nevertheless, if the universities are to claim autonomy, they must set the balance between the social and intellectual roles of the university, and be prepared to debate those decisions with the politicians and the public.

The outsiders

A theme of some conference speakers was the way in which the universities, consciously or unconsciously, had frozen out groups in Canadian society, and how this could be overcome. Secretary of State Walter McLean spoke to the conference about access for women.

He urged the universities to be one of the major agencies for breaking down sex - stereotyping in the job market: "As institutions of higher learning, universities ought to set an example and provide at least some measure of leadership to other institutions, both through their research on matters affecting women, and by their treatment of women."

Jill Vickers of the Institute of Canadian Studies at Carleton took up this theme later in the conference, in a paper on the accessibility of universities to women. She noted how readily Canadian universities had accommodated themselves to the prejudices against women in higher education in the past, whether by outright quotas as in veterinary science or de facto ones as in law and medicine. She wondered whether they would do so again if governments and society made it fashionable.

Evelyn Moore-Eyman of the University of Calgary gave a paper on the long-standing failure of Canadian universities to give adequate access to Canadian Indians.

Not like Pontius Pilate

But can anything be done about these access problems? The conventional wisdom suggests that access is determined by one's parents, or in primary school, or by the gods: but certainly not by the universities, who, like Pontius Pilate, can wash their hands of any responsibility.

A major address by Dr. Frank E. Horton, Chancellor of the University of Wisconsin at Milwaukee, suggested another tactic. The University, he said, could not help but note that in Milwaukee some high schools sent large numbers of students to the university and others almost none. The latter were defined by class and by race: they were working-class and they were black. The University set out to do something about it.

It formed a direct alliance with the Superintendent of Schools and ensured that some of the resources of the university — professors, laboratories, etc. — were effectively put to use in some schools. The number of students going to university from these schools, increased.

"The simple fact is that it takes resources to provide educational opportunities for all. It takes additional resources to provide remedial and other academic support programs to those, who, by virtue of their prior education or their social condition, do not have the necessary tools or understanding to adequately negotiate the requirements for a university degree."

There were only two ways to help: either "provide academic support to meet rigorous graduation requirements," or lower standards. Since the University of Wisconsin rejected the latter course, it was clear what the political agenda should be.

The experiment at Milwaukee is one of a number in the United States which join their efforts through the Urban University/Urban School Collaborative Project of the National Association of State Universities and Land Grant Colleges. There are experiments in Oakland, Boston, Birmingham, Kansas City, and South Florida. The target is 17 such undertakings. In addition, the Project in collaboration with the University of Winnipeg, is planning a joint U.S.-Canada conference in Florida on this theme.

Numbers game

Other panels addressed the great debate over statistics. Would the number of students decline rapidly (as used to be the conventional wisdom) or not? David Foot of the University of Toronto, Paul Anisef of York University, Max von Zur-Muehlen of Statistics Canada, and Maria Barrados of the Office of the Secretary of State addressed aspects of this problem.

In another panel chaired by Howard McCurdy, the NDP federal MP for Windsor-Walkerville and a former President of the CAUT, David Foot, William Vail, Chairman of the Board of Directors of the Canadian Medical Association, and Naomi Griffiths, Dean of Arts at Carleton University, discussed human resource investments. Richard Kleinman, Director of Student Aid of the Government of Manitoba, moderated a panel on the question of student fees. Papers were given by David Milne of the University of Prince Edward Island, John Kuchaarcyzk of the University of Ottawa, and Beth Olley of the Canadian Federation of Students.

David Winters of Wesleyan University and Jan Newson of York tackled the question of whether universities can offer some proofs for their traditional claims, notably in the liberal arts. Prof. Winter is co-author of a major American research study on this theme.

The chosen choose

Two speakers addressed the question of whether or not current restraint practices of the federal and provincial governments were neutral.

Michiel Horn of York University spoke on the historical context. He reviewed the developments of the sixties and early seventies and noted the retreat from the commitment to accessibility: "This is perhaps its clearest in British Columbia, although I am not sure to what extent the Social Credit governments of Bennett père et fils ever really believed in accessibility."

Ontario's case was more typical, where the government retreats from accessibility without actually saying so. The key to all this is the question of admission standards: "Through the manipulation of standards it is possible to maintain the slogan of open access while increasingly limiting its meaning."

The litany of complaints about declining standards which is used to justify this approach lacks a sound historical base. E.K. Broadus gave a paper to the 1927 National Conference of Canadian Universities on "Weaknesses in English among Undergraduates and Graduates in Canadian Universities," and this remained a major theme of the NCCU for several decades, as it was with Hilda Neatby in *So Little for the Mind*.

This approach by itself would likely have the social impact of limiting access of first-generation Canadians, those whose parents had not gone to university, native peoples, and those who must hold jobs while they attend university. Is this an attempt by middle and upper middle class people to reduce competition for high-status occupations? A recent survey of people in these categories indicated they believed there were too many students at universities now, but they wanted their own children to attend.

"If my analysis is correct, restraint is far from neutral. It constitutes a step back to a past in which universities may or may not have been more

See CONFERENCE page 43

Université de Moncton

Le poste en question ayant été créé récemment suite à une restructuration administrative

L'Université solicite des candidateurs au poste de

Vice-Recteur aux ressources humaine et aux affaires étudiantes

FONCTIONS: Les objectifs premiers de ce poste sont:
1) La promotion au sein de l'Université de relations harmonieuses par une gestion équitable des ressources humaines compte tenu des objectifs définis et des aspirations et besoins des composantes de la communauté universitaire; et
2) La coordination, l'administration et le développement des services aux étudiants pour l'ensemble du réseau (trois composantes) de l'Université.
En ligne d'autorité directe, le titulaire relève du recteur. Il fait partie de la Direction générale de l'Université et est membre d'office de tous conseils et comités du secteur qu'il administre. Il recommande aux autorités de l'Université l'approbation des réglements et directives relevant des domaines sous sa juridiction. La direction des relations de travail, des affaires professorales, du personnel non enseignant et des Services aux étudients relévent directement de lui.

QUALITÉS: De préterence, le candidat doit être détenteur d'un doctorat ou l'équivalent et faire preuve d'une expérience universitaire substantielle. Il doit maîtriser la langue trançais, tant orale qu'écrite.

DATE D'ENTRÉE EN FONCTION: Le 1er juillet 1985

Les candidatures seront étudiées à compter du 1er mars 1985. Le poste en question est offert aussi bien aux femmes qu'aux hommes. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé et un dossier professionnel complet avec le nom de trois (3) répondants au:

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Université de Moncton
Moncton, Nouveau-Brunswick
E1A 3E9

Université de Moncton

La personne actuellement en poste étant rendue à la fin de son mandat

L'Université sollicite des candidatures au poste de

Vice-Recteur à l'enseignement et à la recherche

FONCTIONS: L'objectif premier de ce poste est l'administration, la coordination et le développement des études et de la recherche. Le titulaire a juridiction sur l'ensemble du réseau (trois constituantes) de l'Université. En ligne d'autorité directe, il relève du recteur et fait partie de la Direction générale de l'Université. Tous les doyens, directeurs d'écoles détachées, le bibliothécaire en chef, les directeurs des services pédagogiques et les autres directeurs du secteur de l'enseignement et de la recherche relèvant de lui. Président du Comité des programmes et membre d'office du Sénat universitaire et de tous les conseils et comités du secteur susdit, il informe et conseille le recteur en metière d'enseignement et de recherche, coordonne la planification de l'enseignement et de la recherche, établit les priorités dans son secteur de compétence et les recommande à qui de droit; travaille à rehausser les normes de l'enseignement et de la recherche, exerce le contrôle sur les programmes et les cours, voit à l'observance des règlements du Sénat universitaire et participe à l'établissement et à la surveillance des budgets affectés à son secteur.

OUALITÉS: Le candidat doit être détenteur d'un doctorat ou l'équivalent et faire preuve d'une expérience substantielle dans l'enseignement, la recherche et l'administration universitaire. Il doit maîtriser la langue français, tant orale qu'écrite.

DATE D'ENTRÉE EN FONCTION: Le 1er juillet 1985

Les candidatures seront étudiées à compter du 1er mars 1985. Le poste en question est ottert aussi bien aux femmes qu'aux hommes. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé et un dossier professionnel complet avec le nom de trois (3) répondants au:

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BOVEY from page 4

peer reviews of their colleagues. The role of faculty unions has been to spell out the process by which this is done. Indeed, in the case of those with collective agreements, most have defined much more clearly and rigorously the responsibilities as well as the rights of each faculty member, thus making adjudication much more feasible. Nor do they seem to understand that faculty associations and federations do not have the licensing powers of organizations of surgeons or lawyers.

No closures

On another front, the Commission did not recommend the closure of any institutions, faculties, schools, or programs. It did not opt for centralized control, planning, and direction. In fact, it specifically rejected that route to differentiation and instead recommended differentiation "through evolution in a competitive context, influenced by incentives." It found that Ontario universities had, in fact, by themselves achieved a large measure of differentiation. In a quiet way, this section points out to Conservative governments the oddity and inconsistency of the typical Conservative nostrum for universities — more centralized control, more bureaucratic meddling, more paperwork etc. — the exact opposite of their expressed political belief that excellence comes from freeing people of the dead hand of government.

The report does suggest that the provincial coordinating body, OCUA, should be strengthened in various ways to allow it to be a more effective referee. A determined government could develop some of these suggestions in a way which could subvert this theme, but it would be clearly violating both the letter and the spirit of the report. Furthermore, the Commission recommended that all universities should have an adequate and coherent base of undergraduate programs and that all universities must engage in scholarly research, although expensive scientific and engineering research would have to continue to be concentrated in a few places.

The Commission has a number of other spending recommendations. It suggested that 1 percent of the current funding be added to the discretionary funds, to support the start-up costs of inter-institutional programs and the encouragement of excellence. It does, however, note that such grants should be competitive and based on academic evaluation, not patronage considerations.

Younger faculty

In an important section it recommends the creation of a special fund to appoint 550 younger faculty in the period 1985-89, in addition to those who would replace retiring faculty. It also suggests a similar increase in support staff. This would normalize the faculty age profile, increase the possibility of hiring women, assist the universities to deal with enrolment pressures in the future, and bridge the period between the present and the time that large numbers of current faculty will retire.

It is also, in the view of the Commission, cheaper than trying to buy out large numbers of present faculty. Nevertheless, it does recommend that $20 million be put aside to assist in closures, retraining, and relocation, plus a further $24 million to meet the costs of the abolition of the mandatory retirement age by the federal Charter of Rights. The Commission opposed any attempt by Ontario to opt out of this provision of the Charter.

Relations with feds

The commissioners have a number of recommendations in regard to federal-provincial cooperation. They recommend an entente between Ontario and Ottawa to maintain the current ratio of contributions between the two levels of government. They do not discuss the problem created by this scenario, namely that for every dollar cut by a province, the federal government would then cut another dollar. Such a system bankrupted the City University of New York in the 70s. CAUT has proposed a reform of the transfer system based on incentives to the provinces.

The second major recommendation is for Ottawa to pay the indirect costs of research out of new money. CAUT supports this view. However, Ottawa has before it a report with a rather different orientation in this regard. This is the report of Douglas Wright, the President of the University of Waterloo, which deals with the federal presence in technology and related areas. It too suggests that Ottawa should pay the indirect costs of research, but should take the money from the transfer payments to the provinces. This would simply transfer money from one pocket to another, but such an approach may be forced on Ottawa if provinces such as British Columbia reduce their commitments to higher education year by year.

A third recommendation is that mechanisms should be put in place to ensure that support of centres of excellence by the two levels of government is coordinated and is done through academic evaluation.

As already noted, the Commissioners recommend a national contingency repayment plan for student fees. They also recommend that Ottawa pay a share of the cost of foreign students up to 5 percent of student enrolment in the province. Finally they recommend the creation of a standing Council on University Education and Research, with representatives from Ottawa, the provinces, and the universities, although faculty and students are to be kept rigorously at a distance.

Students, Ottawa pay

The main thrust of the report, however, is that resources should be redirected to the maintenance and development of the research capacity of the universities and that most of this money should be found from the students and from the federal government.

It is hard to see how this excellence can be achieved throughout the system without spending money. The CAUT brief to the Commission noted that a range of liberal arts colleges in the United States, (by no means all the oldest and richest), spent two to four times as much on undergraduate instruction as comparative institutions in Ontario.

Furthermore, in 1980/81 (the last year then available for comparison), California spent $7,406 (converted to can. $) on each student in the University of California system, while Ontario spent slightly over $3,000.

It is true that throwing money at universities or any other body is not a sensible or realistic policy. Reforms and changes are needed within the system, and the Commission has suggested some of these. However, it is also clear that there must be the political will to spend more money as well — a will that has been noticeably lacking in Ontario for many years.

Initial response

The initial response to the Report in Ontario was not very supportive. The Globe and Mail stated: "But we are left feeling that the essential question, the future of Ontario's university system in an era of inadequate financing, has barely been addressed."

Retiring Premier Bill Davis opposed the recommendation to cut accessibility: "If my successor asks me for my advice, I would be reluctant to seize upon enrolment as a solution." This view was shared by Bob Rae, leader of the NDP in the legislature. Although the Minister promised careful consideration, she refused to attend the Commission's press conference.

Later, she said that she was not prepared to trade off accessibility for quality, but did not rule out substantial fee increases over time.

Monika Turner, head of the Ontario Federation of Students, deplored the fee increases, while Bill Jones, President of OCUFA, called the report a "disappointment." He said that the effects of higher tuition fees and curtailed enrolments would likely lead to the reduction of 50,000 places over 10 years, which OCUFA has long been predicting would be the result of governmental policy: "The Commission hasn't had the courage to say its been the government's financing policies that have necessitated these measures."

Back to square one

Chairman Bovey noted at his press conference that it was not within his terms of reference to assign blame. Perhaps in the end the most significant feature of the report is that one of Ontario's most distinguished businessmen has thoughtfully reviewed the work of Ontario's universities, rejected virtually all the nostrums of the New Right, and put responsibility for solutions squarely back where it belongs — in the hands of the Hon. Bette Stephenson.

Assistant Registrar - Admissions

Reporting to the Registrar, the successful candidate will be responsible for administering the admissions services; continuing development of admissions policy, including policy and guidelines for determination of credit transferability based on extensive knowledge of Canadian and foreign educational jurisdictions; ensuring that University policy is translated into operational objectives, priorities and procedures; assisting the Registrar in the day-to-day management of the department.

Qualifications: University degree(s) in an appropriate discipline. Minimum of 5 years' working experience in Canadian and foreign admissions; supervisory and administrative experience essential; well developed written, verbal and problem-solving skills.

Salary: This position will be of interest to individuals currently earning $35,000 to $45,000 per annum. Salary will be commensurate with experience and qualifications; excellent fringe benefits including four weeks' vacation and eligibility for Research and Study Leave.

Athabasca University is located on the south of the Athabasca river, 140 km north of Edmonton. The Town is the geographic centre of the province, and is surrounded by farm land, lake and forest. Besides a performing arts centre, golf club, curling and skating facilities, cross-country skiing, fishing and hunting are some of the popular activities.

The University itself is housed in a new 12,000 square meter complex overlooking the Town and river. Athabasca University is a publicly funded institution specializing in distance education at the undergraduate level. Course offerings are in Administrative Studies and Arts.

Application, including a detailed résumé and the names of references must be submitted by February 28, 1985 to:

D.P. Monk
Director of Personnel
Athabasca University
Box 10,000
Athabasca, Alberta
T0G 2R0

Athabasca University

Faculty of Science Dean

Applications and nominations are invited for the position of Dean of the Faculty of Science, effective July 1, 1985. The Faculty comprises eleven departments that offer Bachelor, Master and Doctoral programs. The B.Sc. degree can also be earned in selected departments in the Faculties of Arts and of Medicine. There are approximately 320 full-time faculty members, and a considerable number of part-time faculty members.

The successful candidate must be recognized internationally in a field of research that enhances the activities of the Faculty, and will provide leadership for the Faculty. The Dean will have proven administrative ability and will be dedicated to excellence in teaching.

Applications and nominations should be directed to **Dr. Robert H.T. Smith, Vice President, Academic, The University of British Columbia, 6328 Memorial Road, Vancouver, British Columbia, V6T 2B3,** no later than March 1, 1985, and must include a curriculum vitae, a list of publications and the names of three referees.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants.

Cancer can be beaten

Course Authors, Labour Studies

Athabasca University, an open university specializing in distance education, is currently developing a labour studies program and requires well qualified people to work as external course authors on the following courses:

History — Labour, Technology and the Industrial Revolution — History of Labour and Socialist Thought

Sociology — Comparative Industrial Democracy — Social Stratification

English — Working Class Literature

Interdisciplinary — The Theory and Practice of Trade Unionism — Strategies for Social Change

Successful applicants will normally be expected to work as a part of a course team, consisting of an instructional designer, an editor, a visual designer and a team manager.

For further information please contact:
Tony Simmons
Co-ordinator, Labour Studies
Athabasca University
Box 10,000
Athabasca, Alberta
T0G 2R0
Telephone:
(403) 675-6216

Athabasca University

TRADITION from page 4

tions qualify students for exemption from university first-year subjects.

New Zealand has six universities and an agricultural college. As at 1 July 1984 there were approximately 3,330 equivalent full-time staff, and 47,500 internal and 10,400 extramural students in New Zealand's universities. Funding is negotiated between the University Grants Committee (UGC) and the government on a five-year block grant system. The UGC acts as a buffer between the government and the autonomous universities.

Planning puzzle

The "open entry" system entails some uncertainties about student numbers and planning university facilities for them. Thus, in the period 1980-84 we have seen student numbers grow by 5,700 more than was predicted when the quinquennium was funded. It is also true that the system leads to a higher proportion of students failing their first year, although with the majority of entrants now completing a fifth year of secondary education, this may be less of a problem in future.

The university system is directed by the University Grants Committee. The UGC is an autonomous body set up under the Universities Act. It is made up of a Chairman, appointed by the Governor-General in consultation with the Minister of Education and all Vice-Chancellors, and seven other members.

Funding problem

The major problem facing New Zealand universities is funding. In the latter years of the 70s universities were not reimbursed for inflationary increases in non-salary items. The consequence of this as recorded by the Planning Council in 1979 was that "...academic staff numbers are now about 550 less than would have been employed had the intended ratio of staff to students been achieved." This decline has continued and the Association estimates that more than 700 additional academics would need to be employed to reach a staff-student ratio approximating the 1:10 which had been recommended by the University Grants Committee in the mid-70s. At the beginning of the current quinquennium (1980) this would have represented an increase to the academic staff establishment of approximately 20 percent.

Our system of open entry makes projections of student numbers more difficult than might otherwise be the case. This combined with a five-year grant system has lead the government, for the first time this quinquennium, to include a trigger mechanism "...aspects of the grant should be reviewed if student numbers varied by more than 1,000 from those forecast for aggregate internal and extramural university rolls." For the first time also there was provision for inflationary increases in non-salary items.

Because student numbers have increased much more rapidly than was predicted, the block grants were reviewed in September 1981, and provision made for extra staff, amounting to an increase in dollar terms of approximately 1 percent. But in December 1981, immediately following the general election, university expenditure was cut by 3 percent as part of a general cutback in public expenditure. The system had thus been cut by an overall 2 percent, despite continually rising rolls.

Faulty trigger

Before this quinquennium ends in March 1985, we are likely to see the trigger mechanism reactivated as student numbers continue to increase at a faster rate than was predicted. The total rolls originally forecast for 1983 and 1984 were 52,650 and 53,100. Rolls for 1984 were in fact closer to 59,000. The unpredicted increase largely came from retention of students going on to do postgraduate work or to a second degree, and a huge increase in the numbers of extramural students — from 6,600 in 1979 to 10,400 in 1984.

However, although there was a mechanism for increasing funding as student numbers increased above expectations, it did not allow for full compensation. The formula applied by the government guaranteed that universities were only funded for extra staff at half the rate justified by even the current staff-student ratios. This meant that as student numbers increased significantly over this time, staff-student ratios steadily worsened. In fact, over the past five years New Zealand universities have been able to employ only one extra academic staff member for every 122 additional students enroled. This obviously is a serious problem for our Association.

Reason for hope

The election of a Labour government in New Zealand in 1984 held out the hope of a fresh approach to education, following lean years in which the share of New Zealand's net government spending on education declined from 17 percent of GDP in 1973 (mid-term of the previous Labour administration) to 11.7 percent in 1984. This decline came about because the nation's investment in education was not kept up in real terms and, more particularly, because government-directed cuts, which were designed to trim the so-called fat in the system, cut deeply into muscle and sinew.

Teachers and others involved in all levels of the education system have battled long and hard for the cause of education. So much so that the previous Prime Minister declared that teachers had overtaken manufacturers as the nation's most vociferous lobbyists.

With respect to the university system the Labour Party made some specific pre-election commitments in the context of its overall view that human beings are New Zealand's most valuable resource, and that they have a right to an education which allows them to be themselves and to grow to their full potential.

Promises, promises

Labour promised that it would:

a) conduct a comprehensive assessment of university education in New Zealand with particular emphasis on future trends;

b) develop with the universities courses for the remainder of this century consistent with agreed social and development objectives;

c) provide sufficient staffing to reverse the present adverse staff-student ratio trends;

d) expand access to extramural study, especially in the South Island;

e) reaffirm the importance of university research.

Unfortunately the post-election performance has not been up to the pre-election promises, and one of the major tasks for the Association over the next couple of years will be to keep pressure on the Labour government to honour its promises.

Identity problem

The most pressing problem for the AUT is, however, to attain official recognition. Currently our status is similar to that of those branches of CAUT in provinces which have not allowed certification. By law we are recognized as having the right to take part in the salary-setting procedure, but we have no other legal rights. It is our objective to get this situation changed.

Even within the salary-setting framework we are not able to negotiate directly with either our employers or with those providing the funding. We operate under a national salary scale which is subject to triennial review, but which is also adjusted annually in line with movements in public and private sector salaries.

Our legal rights within the triennial review are, however, limited to the requirement that our views be heard. We submit a case to a subcommittee of the UGC, which then makes a recommendation to the Higher Salaries Commission which sets all public sector higher salaries.

Seek more clout

This situation is unsatisfactory from the Association's point of view, but is at least slightly better than our position in relation to all other conditions of service. Each university in New Zealand is an autonomous institution governed by its own Act of Parliament. Each of these Acts gives the Council of the respective institutions the power to set all conditions of employment, apart from salaries, for its staff. There is no requirement that these conditions be negotiated with the staff association or even that the AUT be consulted on any changes.

AUT is eager that each university remain autonomous, but we are actively working toward having the University Acts changed to require some form of consultation or negotiation with the Association over terms and conditions. The Labour government has promised support in our moves for official recognition and we are currently involved in drafting legislative changes. If these are adopted, the position of AUT will be considerably strengthened. At the moment, although most university administrations do acknowledge AUT even if only on a de facto basis, they are legally able to ignore us if they choose to do so.

Guarding tenure

The other problem facing many staff associations around the world is threats to the system of tenure for academics. Fortunately, New Zealand has so far been saved the blatant attacks on tenure which have been attempted in the United Kingdom and implemented in parts of Canada. However, our government is inclined to pick up from the rest of the world bad habits, along with some good ideas, so our Association is involved in lobbying politicians continuously in an attempt to prevent these attacks on tenure ever taking place. Whether or not we are successful in this only time will tell, but at the moment there is no direct threat.

Per ardua ad astra

Overall the university system in New Zealand is almost in a state of limbo. We have survived a number of years of National government, with an education minister who seemed to be more concerned about schools flying the New Zealand flag than about developing a cohesive education system from pre-school through to tertiary level. We have now got ourselves a Labour government which has a much greater public commitment to education, but which is claiming that because of the overall state of the economy it cannot afford to implement its promises. This government has announced a review of the whole university system in the next year.

One of the major tasks for AUT in 1985, therefore, will be to ensure that the staff has a significant input into that review, and that the politicians as well as the general public are made fully aware of the importance of universities to both the social and economic development of New Zealand.

Co-ordinator, Labour Studies

This position will appeal to someone who enjoys working as part of a team to produce and deliver effective courses for a labour studies programme. The incumbent will require the imagination, drive and persistence necessary to work with labour groups and to determine appropriate development and delivery strategies for courses to meet the needs of these and the relevant groups.

Qualifications: Graduate degree with some relevance to labour studies; Ph.D. preferred. The successful applicant will also be expected to demonstrate a sound knowledge of the trade union movement, and a background of previous experience in working with labour organizations.

Salary: Assistant Professor Equivalent. Tenure track $31,356 - $42,612.

Location; Athabasca, Alberta, Athabasca is located 85 miles north of Edmonton.

Reply before February 28, 1985 to:
Director of Personnel
Athabasca University
P.O. Box 10,000
Athabasca, Alberta
T0G 2R0

Athabasca University

Aid to the Arts of Nicaragua

As the result of an appeal from Ms. Rosario Murillo, Secretary General of the Sandinista Association of Cultural Workers (ASTC), art students and faculty of York University chartered an AID TO THE ARTS OF NICARAGUA committee aimed at raising funds to purchase art materials here for distribution by the ASTC to the different Cultural Unions of Nicaragua, representing visual art, photography, writing, theatre, music, dance and the circus. The York University Faculty Association has made the inaugural contribution to the current drive.

As an expression of sharing with our Nicaraguan counterparts, won't you please make a contribution yourself or on behalf of your organization or institution of $15 to $500. I know that together, we can make an important contribution to the cultural life and hope of Nicaragua.

Please make cheque or money order payable and mail to: AID TO THE ARTS OF NICARAGUA, c/o Professor George Manupelli, Department of Visual Arts, York University, 4700 Keele Street, Downsview, Ontario, CANADA M3J 1P3. Telephone (416) 667-3241.

Contributors of $25 will receive a 20x30 inch, hand silk-screened print picturing, Agusto Cesar Sandino.

Contributors of $100 will receive a limited edition color etching by the noted Latin American artist, Eugenio Tellez. Value: $250. The edition is being printed in Paris; allow two weeks for delivery.

Mount Saint Vincent University
DIRECTOR OF DEVELOPMENT

Applications are invited for the position of Director of Development. Reporting to the Assistant (Finance and Planning) to the President, the Director will be responsible for recommending and implementing programs to assist the university in developing its resources.

Activities will include the initiating of funding proposals and strategies, and the generation of private and foundation income to support the university's mission objectives.

This is a newly-created position requiring an innovative individual with a high level of drive and initiative to bring national and international support to Canada's only women's university.

The successful candidate must possess executive and managerial skills and understand the work of a university aimed primarily at the higher education of women. Experience in dealing with representatives from government and industry, and in the area of fund-raising would be considered an asset.

Compensation will depend on experience and academic qualifications.

Replies should be directed to:

The Search Committee (Development)
Mount Saint Vincent University
166 Bedford Highway
Halifax, Nova Scotia
B3M 2J6

LATE ADS

UNIVERSITY OF SASKATCHEWAN. Clinical Chemist/Medical Biochemist. To join two other chemists in busy Chemistry Laboratory in a tertiary-care teaching hospital. Position is a tenure-track appointment and carries appropriate rank in the Medical School. Laboratory currently performs 3 million units of work each year. The individual appointed is expected to undertake service and teaching duties as assigned in consultation with other members of the division, and to develop a research program. Qualifications: F.R.C.P.(C) in Medical Biochemistry or Certification of the C.S.C.C. In accordance with Canadian Immigration Requirements, preference will be given to Canadian citizens or Landed Immigrants. Apply to: Dr. H.E. Emson, Department of Pathology, University Hospital, Saskatoon, Saskatchewan, S7N 0X0 with C.V and names of three referees.

YORK UNIVERSITY. Social Science. Applications are invited for a probationary-tenure stream appointment commencing July 1, 1985. The successful candidate will have demonstrated teaching and research competence in the area of Modern Canadian Development, with emphasis on some combination of Social Development, Education, and Political Economy. Ph.D or equivalent, publications, and teaching experience (preferably interdisciplinary) are required. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position is conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Social Science. Applications are invited for a probationary-tenure stream appointment commencing July 1, 1985. We are interested in a candidate who can teach courses in the field of Science, Technology and Society. The candidate will have an interest in one or more of the following areas: Ecological Issues and Environmental Ethics; History and Philosophy of the Sciences; Canadian Science and Technology Policy; Cultural Development and Technology; Science, Technology and Human Welfare; Technological Change and Economic Development. Ph.D. or equivalent, teaching experience (preferably interdisciplinary) and publications are required. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position is conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Social Science. Applications are invited for two contractually-limited appointments commencing July 1, 1985. We are interested in candidates who can teach courses in our Mass Communications Programme, with interests in any of the following areas of specialization (with Canadian emphasis): Information Economics; Research Methodology; Advertising and Society; Theories of Communication; Information Technology for Developing Nations; Communication in Organization. Ph.D. or equivalent, publications, and teaching experience (preferably interdisciplinary) are all desirable. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position and its term are conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Social Science. Applications are invited for a contractually-limited appointment commencing July 1, 1985. We are interested in a candidate who can teach courses in our Law and Society Programme, with a particular interest in two or more of the following areas: Labour and Business; Media and Mass Communications; Canadian Public and Social Policy; Canadian Legal System. Ph.D. or equivalent, publications, and teaching experience (preferably interdisciplinary) desirable. Law degree useful but not necessary if research and work experience has dealt with law-related aspects of the Social Science field, or with interrelationship of Law and Social Sciences. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position and its term are conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

More Late Advts. on Page 44

Call for nominations

Academic Freedom and Tenure Committee

The CAUT solicits nominations for membership on the Academic Freedom and Tenure Committee. Nominations should be sent to Kenneth McGovern, Person Chairing, Elections and Resolutions Committee, CAUT, 1001-75 Albert Street, Ottawa, Ont. K1P 5E7

NOMINATIONS CLOSE APRIL 1, 1985

Appel de candidatures

Comité de la liberté universitaire et de la permanence de l'emploi

L'ACPU sollicite des candidatures pour son Comité de la liberté universitaire et la permanence de l'emploi. Les candidatures doivent être envoyées à M. Kenneth McGovern, Président, Comité des élections et résolutions, ACPU, 1001-75 rue Albert, Ottawa, Ont. K1P 5E7.

AUCUNE CANDIDATURE NE SERA ACCEPTÉE APRES LE 1er *AVRIL, 1985*

Mount Saint Vincent University
Invites Nominations and Applications for appointment to

THE CHAIR IN WOMEN'S STUDIES

The Chair is designed to bring to the University for a one or two year term, visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women. Duties associated with the chair include public presentations for audiences on and off campus, the teaching of one course in women's studies and the continuation of on-going research.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees should be sent prior to March 15, 1985 to:

Dr. Susan Clark
Women's Studies Chair Committee
Mount Saint Vincent University
Halifax, Nova Scotia
B3M 2J6

University of Regina

invites applications for:

Assistant or Associate Professorship

(full-time)
Commencing: July 1, 1985
(subject to budgetary approval)

Candidates must have a Ph.D. degree in mathematics, or statistics. Duties consist of research and teaching; candidates must demonstrate clear strength in both areas. Salary and rank are subject to budget approval and will be commensurate with qualifications and experience. Applications should be sent to:

Chairman, Search Committee
Dept. of Math & Stats
University of Regina
Regina, Saskatchewan
S4S 0A2 Canada

and should include a complete curriculum vitae and names of at least three referees. (Apply as soon as possible, and no later than March 30, 1985.)

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

Vice-Rector, Institutional Relations and Finance

Concordia University will appoint a Vice-Rector, Institutional Relations and Finance to take office on 1 June 1985 or as soon thereafter as is feasible. This is a new position; there is no incumbent. The appointment is for a five-year term, and is renewable.

The Vice-Rector, Institutional Relations and Finance, in company with the Vice-Rector, Academic and the Vice-Rector, Services, reports directly to the Rector and Vice-Chancellor. The following officers report directly to the Vice-Rector, Institutional Relations and Finance: the Director, Development and Capital Campaign; the Executive Director, Alumni Association; the Director, Public Relations; the Director of Planning; the Director, Human Resources; the Assistant Vice-Rector and Treasurer; and the Director of Institutional Research.

A background in both public and private institutional administration is desirable. Knowledge and experience of fund raising, as well as some experience of the university sector, would be an asset. Ability to conduct business and to participate actively in meetings in French is a requirement of the position.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Confidentiality of applications and nominations is assured.

Applications or nominations, with biographical information, should be sent by 15 March 1985 to Dr. Patrick Kenniff, Rector and Vice-Chancellor, Concordia University, 1455 de Maisonneuve Blvd. W., Montréal, Québec H3G 1M8.

CONCORDIA UNIVERSITY

Dean, Faculty of Arts and Science

Concordia University will appoint a Dean of the Faculty of Arts and Science to take office on 1 July 1985 or as soon thereafter as is feasible. This is a new position, combining the responsibilities of the three present Divisional Deans and the Provost. The appointment is for a five-year term and is renewable.

The Dean of Arts and Science will report directly to the Vice-Rector, Academic. Responsibilities of the office will include: academic leadership with respect to all units of the Faculty; the maintenance of a full and effective relationship with the Office of the Rector and the Deans of the Faculties of Commerce and Administration, Engineering and Computer Science and Fine Arts; the coordination of the operation of and planning for all departments, schools, programmes and institutes within the Faculty; the setting of priorities and establishment of policy in a manner that will foster the growth of the Faculty and maintain the integrity of its programmes; and the effective development, staffing, promotion and evaluation of both disciplinary and interdisciplinary programmes and initiatives within the Faculty.

Background in university teaching, research and administration is essential. Ability to conduct business and to participate actively in meetings in French is a requirement of the position.

Confidentiality of applications and nominations is assured.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications or nominations, with biographical information, should be sent by 15 March 1985 to the Chairman of the Advisory Search Committee: Dr. Patrick Kenniff, Rector and Vice-Chancellor, Concordia University, 1455 de Maisonneuve Blvd. W., Montréal, Québec H3G 1M8.

CONCORDIA UNIVERSITY

$$$$

c) *caisse d'échange de professeurs* — le contribuable peut déduire les cotisations qu'il a versées au cours de l'année, jusqu'à concurrence de $250, à une caisse établie par l'Association canadienne d'éducation au bénéfice des enseignants des pays du Commonwealth en vertu d'un accord pour l'échange d'enseignants (alinéa 8 (1) (d) «79»).

d) *frais de déplacement* — déboursés par l'employé.

i) qui doit habituellement exercer les fonctions de sa charge en dehors du lieu de l'entreprise de son employeur ou dans différents lieux, et

ii) qui est tenu par contrat d'acquitter les frais de déplacement nécessités par l'exécution de ses fonctions et s'il n'a pas reçu une allocation pour frais de déplacement.

Des cas de cette nature pourraient se réaliser lorsque le professeur participe à un programme d'échange ou doit se déplacer entre deux campus de la même université ou du même employeur à ses frais (alinéa 8 (1) (h) «63»). Les frais de déplacement entre la résidence et le lieu de travail ne sont cependant pas déductibles.

S'il y a utilisation d'une automobile, l'intérêt et l'amortissement du coût en capital peuvent être inclus dans les frais de déplacement (alinéa 8 (1) (j) «64»). (IT-272R) (Voir "Frais d'automobile" ci-après).

Au Québec, à compter de 1984, les intérêts payés sur un emprunt fait pour l'achat d'une automobile sont déductibles jusqu'à concurrence de 20% des frais d'intérêts payés durant l'année (maximum $500).

e) *cotisations et autres frais professionnels*

i) les cotisations aux associations professionnelles ne sont pas déductibles du revenu d'un emploi, sauf si le paiement des cotisations est nécessaire pour maintenir un statut professionnel reconnu par la loi. Si l'adhésion constitue une dépense nécessaire au gain d'un revenu d'entreprise ou professionel, les cotisations en sont déductibles (sous-alinéa 8 (1) (i) (i) «68»).

iii) le loyer d'un bureau, le salaire d'un adjoint ou d'un suppléant et le coût des fournitures, si ces dépenses doivent être assumées par l'employé en vertu de son contrat d'emploi (alinéa 8 (1) (i); sous-alinéas (ii) et (iii) «78»).

f) *primes d'assurance-chômage* (alinéa 8 (1) (k) «70a»).

g) *cotisations au Régime de pensions du Canada ou au Régime de rentes du Québec* (alinéa 8 (1) (L) «70b»).

h) *cotisations à un régime enregistré de pension* (REP) — jusqu'à $3,500 par année ($5,500 au Québec) à l'égard des services courants, si l'employeur retient les cotisations (alinéa 8 (1) (m) «70R, 71»). Si la cotisation contractuelle de l'employé au régime est inférieure à $3,500 ($5,500 au Québec), la différence peut se composer en tout ou en partie de cotisations volontaires, si le régime l'autorise.

Indépendamment de ce qui précède, le professeur peut, si son régime le permet, verser des cotisations volontaires additionnelles d'au plus $3,500 par année ($5,500 au Québec) à l'égard des services antérieurs (sous-alinéa 8 (1) (m) (ii) «71»). Le professeur employé par Sa Majesté ou un organisme exonéré tel qu'une université bénéficie de ce privilège s'il compte au moins une année de service admissible antérieur chez l'employeur courant ou chez un employeur précédent, si le régime de pension enregistré de l'employeur courant reconnaît le service chez un employeur précédent (sous-alinéa 8 (7) «73»).

En d'autres termes, le professeur peut verser jusqu'à $7,000 par année ($11,000 au Québec) à son régime enregistré de pension.

i) *cotisations à un régime enregistré d'épargne-retraite.* (REER) un professeur peut aussi souscrire à un régime enregistré d'épargne-retraite. Les cotisations sont déductibles jusqu'à concurrence du moins élevé des deux montants suivants: 20% du revenu gagné ou $3,500 moins le montant de ses cotisations au régime enregistré de pension de son employeur, y compris les cotisations à l'égard des services courants et antérieurs. Si elle a été versée dans les 60 jours suivants le 31 décembre, la cotisation au REER peut se traiter comme si elle avait été versée l'année précédente, auquel cas sa déductibilité dépendra des cotisations de cette année au REP.

Le professeur qui verse au moins $3,500 à son REP (à l'égard des services actuels ou des services passés ou des deux) ne peut déduire aucune cotisation versée à un REER. Il peut encore, cependant, déduire les cotisations au REP jusqu'à concurrence de $7,000 comme il est dit plus haut, même s'il contribue à un REER.

Si vous versez une cotisation pour un REER et ne pouvez déduire la cotisation l'année du versement ou l'année précédente parce que, par exemple, vous avez versé $3,500 et plus à un REP, vous pouvez obtenir le remboursement de l'excédent de cotisation de l'émetteur du régime. Vous devriez vous procurer la formule T3012 à votre bureau de district local à cette fin. L'année où vous recevez un remboursement de l'excédent, le montant reçu doit normalement figurer dans votre revenu et est imposable. Le remboursement, cependant, ne sera pas imposé s'il est reçu avant la fin de l'année où est reçu l'avis de cotisation qui rejette la déduction.

Supposons, par exemple, que vous versez $1,000 à un REER en janvier 1984, montant que vous ne pouvez déduire en 1983 ni en 1984, et que, en 1984, l'avis de cotisation à l'égard de votre déclaration d'impôt de 1983 "rejette" la déduction de $1,000 (vous n'avez peut-être même pas déduit ce montant parce que vous saviez qu'il n'était pas déductible). Le remboursement de $1,000 doit être reçu avant la fin de 1985 pour être exempt d'impôt.

Si la cotisation à un REER dépasse $5,500 au cours d'une année, le remboursement de l'excédent est pleinement imposable. D'autre part, si l'excédent est laissé dans le régime, un impôt de 1% par mois est perçu à titre de pénalité sur l'excédent jusqu'à son remboursement.

Dans le cas de l'employé non admissible au régime de son employeur, la limite de la cotisation à un REER est le montant le moins élevé de 20% du revenu gagné ou $5,500 (paragraphe 146 (5) «922»). Le contribuable peut déduire les cotisations à un régime enregistré d'épargne-retraite au nom de son conjoint. En pareil cas, les limites précitées s'appliquent au total des cotisations aux deux REER. (paragraphe 146 (5.1) «923»).

Dans le passé, certains contribuables ont versé des fonds déductibles à un REER de leur conjoint qui était immédiatement désenregistré, ce qui faisait passer les fonds dans le revenu du conjoint. En vertu de modifications subséquentes, le cotisations à un régime du conjoint déduites l'année courante et les deux années précédentes doivent être ajoutées au revenu du cotisant si elles sont retirées au cours de l'année, (paragraphes 146 (8.3), (8.6), et (8.7) «931.1, 931.3, 931.4, 931.5»).

La déductibilité de l'intérêt payé sur les fonds empruntés pour cotiser à un régime enregistré de pensions (REP) et à un régime enregistré d'épargne-retraite (REER) a été supprimée à l'égard des prêts obtenus après le 12 novembre 1981. Le contribuable qui a versé ses propres économies à ces régimes ne sera pas touché.

La nouvelle législation, en vigueur le 30 mars 1983, interdit toute déduction d'intérêt payé sur une dette contractée pour cotiser à un régime enregistré de pension ou à un régime enregistré d'épargne-retraite.

Pour l'année 1982 et les années subséquentes, le contribuable peut transférer sans payer d'impôt des fonds de son régime enregistré d'épargne-retraite à un régime enregistré d'épargne-retraite de son conjoint ou ex-conjoint dont il vit séparé si un tribunal ordonne de partager le régime entre les conjoints à ou après la rupture du mariage.

Jusqu'à récemment, le contribuable qui approchait de la retraite avait deux choix quant aux fonds d'un REER: convertir le solde en rente viagère avant son 71e anniversaire, ou retirer les fonds avant ce moment et payer immédiatement l'impôt sur ces fonds. Ces règles, modifiées en 1978, offrent maintenant au moins deux autres choix.

Maintenant, après 60 ans et avant la fin de l'année où vous atteindrez 71 ans, vous pourrez retirer les fonds et payer immédiatement l'impôt sur ces fonds, ou convertir votre REER en choisissant une des options ou une combinaison des options suivantes:

— une rente viagère,
— une rente à terme fixe allant jusqu'à l'âge de 90 ans, ou
— un nouveau régime, appelé Fonds enregistré de revenu de retraite (FERR), qui vous versera des paiements jusqu'à l'âge de 90 ans.

Le nombre d'années, dans le cas des deux derniers choix, peut, à votre gré, se fonder plutôt sur l'âge de votre conjoint pour que les paiements de la rente à terme fixe ou du FERR puissent s'étaler sur la période allant jusqu'à l'année où le plus jeune atteindra 90 ans.

Un article intitulé *L'impôt sur le revenu et la personne âgée* et publié par l'ACPU peut s'obtenir sur demande de l'ACPU et de l'UAPUO. L'article porte sur un certain nombre de questions d'impôt sur le revenu d'intérêt particulier pour les personnes qui approchent de l'âge de la retraite ou l'ont atteint.

j) *cotisations à un régime enregistré d'épargne-logement (REEL).* Le contribuable qui n'est pas propriétaire peut verser à un REEL jusqu'à $1,000 par an et un maximum global de $10,000. La durée d'un REEL ne peut dépasser 20 ans. Le participant doit être résident canadien et ne peut avoir qu'un régime au cours de sa vie, mais il peut transférer son régime d'un établissement à un autre. Les cotisations sont déductibles du revenu et les gains du fonds ne sont pas imposables.

Pour être déductibles durant l'année, les cotisations doivent avoir été versées le ou avant le 31 décembre. Aucune cotisation ne peut se déduire à l'égard d'une année si, au cours de cette année et de l'année immédiatement précédente, vous ou votre conjoint avez qui vous habitiez durant cette période étiez propriétaires d'une maison que vous occupiez ou si vous étiez propriétaires, en totalité ou en partie, d'un autre immeuble résidentiel.

Les retraits ne sont pas imposés s'ils servent à l'achat d'une maison occupée par le propriétaire, contrairement au cas du REER où l'impôt est simplement différé. Si les fonds provenant d'un REEL ne sont pas utilisés à leur fin envisagée, le contribuable devra les ajouter à son revenu (article 146.2 «936-961.1»). L'intérêt sur l'argent emprunté et affecté à un REEL n'est pas déductible aux fins de l'impôt sur le revenu. Dans le cas des résidents du Québec, la déduction annuelle de $1,000 à l'égard de la cotisation à un REEL a cessé en 1983 aux fins de l'impôt sur le revenu du Québec.Le participant à un régime peut continuer d'accumuler des fonds dans le but d'acheter plus tard une maison.

En ce qui concerne 1983 et 1984, les titulaires d'un REEL bénéficient d'une déduction d'impôt spéciale égale à $10,000 moins le total de toutes les cotisations antérieures pourvu que les fonds accumulés soient retirés et servent à l'achat d'un logement neuf au Canada entre le 19 avril 1983 et le 1er mars 1985.

k) *les frais de déménagement* ne sont déductibles que du revenu du nouvel emploi et seulement si le contribuable s'est rapproché d'au moins 40 kilomètres du nouveau lieu de travail. Les frais peuvent comprendre: le voyage, le transport et l'entreposage des meubles, le logement temporaire et les repas, la résiliation d'un bail ou les frais de vente de l'ancienne résidence, les frais juridiques connexes à l'achat d'une nouvelle résidence et toutes taxes de cession ou d'enregistrement du titre de propriété de la nouvelle résidence, si le contribuable et son conjoint ont vendu leur ancienne résidence, par suite de leur déménagement (alinéa 62 (3) «350»). Il existe une limite de 15 jours en ce qui concerne le logement et les repas. (Voir la brochure "Frais de déménagement" de Rev. Can. Imp., l'IT-178R2 et la formule T1-M).

Si les frais de déménagement dépassent le revenu gagné au nouveau lieu de travail, l'excédent peut se reporter et se déduire du revenu de cette nature l'année suivante.

Selon la règle générale, ne sont admissibles que les déménagements au Canada; il existe, cependant, certaines exceptions dans le cas des étudiants.

Si vous changez de résidence pour faire des études à plein temps dans une maison d'enseignement (au Canada ou à l'étranger), vous pouvez déduire les frais de déménagement de votre ancienne à votre nouvelle résidence (dont l'une au moins doit se trouver au Canada) si vous vous rapprochez au moins 40 kilomètres plus près de la nouvelle maison d'enseignement. Ces frais ne peuvent se déduire que d'un revenu reçu sous forme d'aide financière (bourses d'études, bourses de recherche, subventions de recherche, etc.) et seulement dans la mesure où ce revenu est déclaré dans votre déclaration d'impôt.

Les étudiants qui quittent le Canada ou les étudiants étrangers qui viennent au Canada pour étudier dans des établissements d'enseignement post-secondaire peuvent déduire leurs frais de déménagement du revenu provenant de bourses d'études et de recherche, de subventions de recherche, etc.

Si vous revenez au Canada après avoir été étudiant à plein temps à l'étranger afin d'y travailler ou exploiter une entreprise, vous ne pouvez déduire les frais de retour au Canada.

l) *les frais de garde d'enfants* sont normalement déduits par la mère seulement, mais le père peut y avoir droit dans certaines circonstances. Les frais de gardienne, de garderie, de pensionnat et de colonie de vacances sont déductibles s'ils répondent aux règles prescrites et s'inscrivent dans les limites spécifées. Les frais doivent être engagés pour permettre d'occuper un emploi, d'exercer une activité commerciale ou d'effectuer des recherches ou des travaux semblables à l'égard desquels l'intéressé a reçu une subvention.

Les frais doivent être encourus dans le but d'assurer la garde d'un enfant au Canada et ne sont déductibles qu'à l'égard de l'année où le contribuable les a engagés et payés. Cependant, les Canadiens en service à l'étranger dans les forces armées, aux fins de programmes d'aide et à des postes diplomatiques sont considérés comme des résidents du Canada aux fins de l'impôt (paragraphe 250 (1)). Ces parents, et d'autres réputés, par la loi de l'impôt sur le revenu, être des résidents du Canada l'année où les frais de garde de leurs enfants sont engagés dans des pays étrangers, peuvent déduire des frais de garde d'enfants sur la même base que le contribuable qui réside effectivement au Canada. Le professeur en congé sabbatique à l'étranger, tout en étant probablement encore considéré comme un résident du Canada, n'est pas réputé être un résident aux termes du paragraphe 250 (1) à moins de posséder les caractéristiques stipulées dans ce paragraphe, et il ne peut déduire des frais de garde d'enfants que s'ils sont encourus au Canada. (Voir Résidence, ci-après, et voir la brochure *Frais de garde d'enfants* de Rev. Can. Imp.)

m) *le régime d'épargne-actions (REA) (résidents du Québec seulement)*

Un particulier résident au Québec le dernier jour de l'année d'imposition peut réduire son revenu imposable, pour les fins de l'impôt du Québec seulement, du coût des actions admissibles achetées durant l'année pour un régime d'épargne-actions (REA). La déduction permise sera généralement le moindre du coût des actions ou 20% du revenu total moins les contributions à un régime enregistré de pensions (REP), un régime enregistré d'épargne-retraite (REER) et à un régime enregistré d'épargne-logement (REEL). Toutefois, le total des contributions à ces quatre régimes ne peut excéder $20,000. Ainsi un professeur dont le revenu est de $40,000 et qui contribue $3,500 à un REP et à un REER peut investir $4,500 dans un REA, soit 20% de $40,000 moins $3,500. Une caractéristique particulièrement intéressante est qu'il y a une économie permanente d'impôt si les actions sont conservées au moins deux ans dans ce régime. Les actions seront admissibles si elles répondent à certaines caractéristiques, et si elles sont émises par certaines sociétés admissibles. Les certificats d'actions doivent être remis directement à un courtier qui en aura la garde. Enfin, depuis le 10 mai 1983, certaines actions sont admissibles à une déduction égale à 150% de leur coût d'achat et certaines autres actions de grandes sociétés sont admissibles à une déduction de seulement 75% de leur coût d'achat.

Déductions du revenu d'entreprise

En principe, le contribuable peut déduire de son revenu d'entreprise les dépenses engagées pour gagner ce revenu, à condition que ces dépenses soient raisonnables, ne soient pas des dépenses de nature personnelle ou des frais de subsistance et n'aient pas été faites en vue de constituer un bien permanent d'une valeur durable, c'est-à-dire ne soient pas une dépense de capital. Les dépenses admissibles sont déductibles l'année où elles sont engagées, sauf si leur comptabilisation normale oblige à les déduire une année plus tard (par exemple, honoraires, assurance, etc. payés d'avance) ou si la loi de l'impôt sur le revenu exige qu'elles soient différées (par exemple, certaines réserves).

Les achats de livres et de périodiques, les déplacements, l'entretien d'un bureau, le téléphone, les frais d'affranchissement, la dactylographie, la photocopie et les salaires d'employés à temps partiel figurent parmi les postes de dépenses les plus fréquents pour les professeurs. Ceux-ci doivent être en mesure de justifier sur demande ces dépenses.

Depuis le 1er janvier 1980, le contribuable qui exerce une activité commerciale peut déduire le salaire payé au conjoint, à condition que la dépense réponde aux critères normaux. Antérieurement, le contribuable ne pouvait payer un salaire à son conjoint que par l'intermédiaire d'une société.

Le calcul des frais de bureau et d'automobile étant parfois une opération assez complexe, nous donnons des détails à ce sujet:

Note spéciale: imposition des artistes et des écrivains

A cause de certains problèmes relatifs à l'évalulation des pertes reliées à une entreprise dans le cas des artistes et écrivains, un sous-comité spécial des Communes a effectué une étude et publié un rapport en juin 1984.

L'ensemble des propositions du sous-comité ont été acceptées par le ministre du Revenu national en juillet 1984. Il est maintenant possible de produire certains renseignements sur votre statut d'artiste ou d'écrivain véritable afin de bénéficier des déductions relatives à des pertes reliées à une entreprise dans la domaine artistique.

L'ACPU va suivre de près l'application de cette nouvelle règle afin de s'assurer que ses membres soient traités avec justice.

Frais de bureau

Si le professeur a besoin d'un bureau pour gagner ses revenus d'entreprise et utilise le bureau exclusivement à cette fin, il peut l'établir dans sa maison et déduire à cet égard une proportion raisonnable des frais de la maison. Dans le cas d'une maison de huit pièces où le bureau occuperait une pièce moyenne, la somme déductible équivaudrait au huitième de tous les frais afférents à la maison.

Les frais d'entretien du bureau peuvent comprendre une part raisonnable des frais suivants: taxes foncières, réparations, décoration, assurances, chauffage, éclairage, eau, nettoyage et intérêts hypothécaires. L'amortissement du coût en capital de la partie bureau de la maison est aussi déductible, mais il est recommandé, si aucune modification majeure n'a été apportée à la structure de la maison pour y établir le bureau, de ne pas le déduire pour les raisons suivantes:

a) l'amortissement du coût en capital peut faire l'objet d'une récupération lors de la vente de la maison ou lors d'un changement d'usage si sa valeur n'a pas diminué. Dans les conditions inflationnistes actuelles, il est fort improbable que sa valeur baisse, ce qui annulerait l'avantage gagné en déduisant l'amortissement;

b) le contribuable qui déduit l'amortissement peut réaliser un gain

de capital imposable sur la partie utilisée comme bureau lorsqu'il vendra sa maison ou la convertira à son usage personnel. La pleine exemption de l'impôt sur les gains de capital en vertu de la règle de la résidence principale sera maintenue si le contribuable s'abstient de déduire l'amortissement. (Voir IT-120R2, alinéas 35, 36 et 37). Seulement une résidence par couple marié est admissible à l'exemption de la résidence principale quant aux gains accumulés après 1981.

Si des modifications majeures ont été apportées a la structure de l'immeuble de sorte que son utilisation à des fins commerciales revêt un caractère plus considérable et permanent, la partie qui sert à l'entreprise peut faire l'objet d'un gain en capital éventuel, peu importe qu'il y ait déduction ou non de l'amortissement du coût en capital (IT-120R2, alinéa 38).

L'amortissement du coût en capital du mobilier et de l'equipement peut se déduire sans hésitation si le contribuable est confiant qu'une dépréciation égale au montant déduit se produise au cours de la période de leur utilisation pour gagner un revenu d'entreprise. Le taux est de 20% (classe 8) et s'applique à la juste valeur marchande au moment de la conversion à un usage d'entreprise ou au prix coûtant s'il y a eu acquisition directement à des fins d'entreprise. Au terme de chaque année, l'amortissement du coût en capital est déduit du solde en capital des biens, et l'amortissement déduit à l'égard de l'année suivante est de 20% du solde restant, qui est appelé "fraction non amortie du coût en capital". (Voir l'exemple ci-dessous.)

Les biens acquis au cours de l'année ne sont admissibles qu'à la moitié du taux normal applicable à la classe particulière d'amortissement du coût en capital l'année d'acquisition.

Frais d'automobile

Les frais de déplacement englobent souvent des frais relatifs à l'achat et à l'utilisation d'une voiture utilisée en partie pour les affaires et en partie pour fins personnelles. Pour déduire ces dépenses, il faut pouvoir en connaître le total et la part qui peut raisonnablement être imputée aux fins de l'entreprise. Sur demande, le contribuable doit être en mesure d'établir à la satisfaction du fisc que les dépenses mentionnées sont admissibles. Il doit pouvoir produire les pièces justificatives relatives aux frais d'automobile déclarés et justifier le nombre total de kilomètres parcourus pendant l'année et le nombre de kilomètres consacrés à ses affaires; d'où l'avantage d'utiliser une carte de crédit plutôt que de payer comptant. À noter que l'utilisation d'une automobile pour affaires n'inclut pas le trajet entre la maison et le bureau ni entre le bureau et la maison, mais seulement les déplacements occasionnés directement par les affaires (y compris les voyages interurbains). Si le contribuable a son bureau chez lui, il peut déduire les frais de déplacement entre son bureau et les locaux de son client.

Les dépenses d'utilisation comprennent: essence, huile, réparations, fournitures, pneus, stationnement, lavages, permis, frais de financement et assurance.

Sous réserve de la règle d'une demi-année mentionnée ci-dessus, on peut aussi déduire des frais d'amortissement, au taux de 30% de la fraction non amortie du coût en capital des biens de la catégorie, soit le coût initial moins l'amortissement accumulé. Au Québec, les frais d'amortissement sont limités à 1/5 de l'amortissement auquel aurait droit le contribuable s'il utilisait l'automobile uniquement pour fins d'affaires. Le taux d'amortissement sera donc généralement réduit à 6%. Enfin, au Québec, le coût en capital maximum admissible est de $12,000 pour les automobiles acquises le ou avant le 22 mai 1984 et de $16,000 pour celles acquises après le 22 mai 1984.

Il faut tenir compte des déplacements et calculer le coût par kilomètre parcouru (en divisant le coût total par le total de kilomètres). Ce coût du kilomètre peut ensuite être appliqué au nombre de kilomètres parcourus pour affaires.

Si le contribuable a échangé sa voiture contre une neuve au cours de l'année, il doit ajouter le prix d'achat de la nouvelle au solde non amorti ou au coût en capital non amorti de la vieille voiture. Pour calculer l'amortissement du coût en capital de l'année d'acquisition, le contribuable calcule d'abord l'amortissement du coût en capital du solde non amorti au début de l'année et y ajoute l'amortissement du coût en capital de la moitié du coût d'acquisition moins le produit de la cession intervenue au cours de l'année.

En l'absence d'acquisitions l'année suivante, l'amortissement du coût en capital se calcule de la façon normale sur le solde du coût en capital non amorti à la fin de l'année d'imposition.

Voici un exemple:

Voiture achetée en 1981 au prix de	$10,000
Amortissement de 1981 — 30% de $10,000	3,000
Fraction non amortie du coût en capital — 31 décembre 1981	7,000
Amortissement de 1982 — 30% de $7,000	2,100
Fraction non amortie du coût en capital 31 décembre 1982	4,900
Amortissement de 1983 30% de $4,900	1,470
Fraction non amortie du coût en capital — 31 décembre 1983	3,430

En 1984, le contribuable a échangé cette voiture contre une neuve au prix de $12,000. Il a payé $5,000 comptant et a obtenu $4,000 pour la reprise. Pour déterminer le nouvel amortissement du coût en capital, il faut faire deux calculs distincts, soit un pour la vieille voiture et un pour la nouvelle, comme suit:

1re voiture	
Amortissement du coût en capital de 1984 30% de $3,430	$1,029
2e voiture	
Amortissement du coût en capital de 1984 —30% de ($12,000 - 4,000) / 2	1,200
	2,229

Le coût en capital non amorti au début de 1985 serait: $9,201 ($3,420 plus 12,000 moins 4,000 et moins 2,229).

Un résumé de ces renseignements peut s'inscrire sur l'annexe 8 de la déclaration des particuliers. Le relevé des frais d'automobile de 1984 pourrait être comme suit:

Frais d'utilisation	
Essence	$2,000
Lavages	45
Stationnement	40
Réparations	150
Permis	45
Assurance	400
Frais de financement	300
	$2,980
Amortissement	2,229
Total	$5,209
Kilomètres parcourus	
Vieille voiture — lecture de l'odomètre à la vente	64,000
— lecture de l'odomètre le 1er janvier 1984	53,000
Kilomètres — vieille voiture	11,000
Nouvelle voiture — lecture de l'odomètre le 31 décembre 1984	9,700
Total des kilomètres — deux voitures, pour l'année	20,700
Coût du kilomètre — 23 c. (4,778 ÷ 20,700)	
Utilisation totale des voitures pour affaires au cours de l'année	3,000 km
Déduction de frais d'automobile — 3,000 x 23	$690

En ce qui concerne l'impôt sur le revenu du Québec, des règles spéciales s'appliquent aux automobiles utilisées à des fins personnelles et pour affaires:

a) les frais d'immatriculation, de permis de conduire et d'assurance ne sont pas déductibles;
b) à compter de 1984, l'intérêt sur un prêt servant à acheter une automobile est déductible jusqu'à concurrence du moindre de deux montants: $500 ou 20% de l'intérêt payé;
c) les frais de réparation, d'entretien et de carburant ne sont déductibles que dans la mesure où la partie "affaires" de ces frais dépasse $100 par mois d'utilisation;
d) le coût en capital maximum sur lequel l'amortissement du coût en capital peut se calculer est de $12,000 ou, dans le cas d'une automobile acquise après le 22 mai 1984, de $16,000.

Revenu d'une entreprise ou d'honoraires professionels

Le contribuable doit joindre, le cas échéant, un état des résultats de son entreprise à sa déclaration d'impôt. Il peut utiliser à cette fin la formule T2032 — Etat des revenus et des dépenses — fournie par les bureaux de district de l'impôt. L'état peut couvrir une année d'imposition se terminant le 31 décembre ou à toute autre date, au choix du contribuable. (Voir "Année financière", ci-après.)

Voici un exemple:

Etat des résultats pour l'année terminée le 31 décembre	
Revenus — honoraires professionnels gagnés	$4,000
Charges	
Bureau (voir ci-dessous)	$450
Papeterie et fournitures	50
Livres et périodiques	200
Cotisations professionnelles	60
Automobile (voir ci-dessus)	480
Amortissement du coût en capital-articles d'ameublement (voir ci-dessous)	480
Total	$1,730
Revenu professionnel net	$2,270
Etat des frais de bureau	
Taxes foncières	$1,000
Intérêt sur hypothèque	1,600
Assurance	200
Chauffage	600
Téléphone	150
Eau	75
Eclairage	55
Total	$3,680
Un huitième (à supposer que le bureau occupe une pièce de grandeur moyenne dans une maison de huit pièces)	460
Etat de l'amortissement — meubles et équipement.	
Catégorie 8-20%	
Fraction non amortie d'un coût en capital 1er janvier	2,000
Achat — machine à écrire électrique	850
	2,850
Moins produit de le cession de la vieille machine à écrire	50
Fraction non amortie du coût en capital 31 décembre	2,800
Amortissement du coût en capital de l'année précédente	$ 400
—20% de 2,000	80
—20% de (850-50) / 2	
	$ 480

L'amortissement n'est déduit qu'à l'égard des meubles et de l'équipement. Aucun amortissement n'est déduit pour le bureau afin d'éviter une récupération d'amortissement et un gain en capital éventuel à la vente de la propriété ou à sa conversion à un usage personnel.

Sociétés de services personnels

Dans le passé, les dirigeants et employés hautement rémunérés d'entreprises ont cherché à réduire leur fardeau fiscal personnel en interposant une société entre eux et la personne à laquelle ils fournissaient des services personnels. Souvent, la société servait à fractionner le revenu du dirigeant ou de l'employé entre leurs proches.

Ces sociétés paient maintenant un impôt fédéral de 46% moins un abattement de 10% et plus un impôt provincial allant de 10% à 16%, soit un impôt total de 46% à 52%.

Afin que les intéressés ne conservent pas un avantage indu, les sociétés ne peuvent déduire que les salaires et autres avantages d'emploi allant aux intéressés.

Année financière

Le contribuable qui dirige une entreprise peut choisir une année financière différente de l'année civile pour déclarer son revenu d'entreprise, ce qui permet de différer le paiement d'impôt sur le revenu. Ainsi, par exemple, supposons que l'année financière d'une entreprise individuelle se termine le 31 janvier 1984. Le revenu des douze mois terminés le 31 janvier 1984 ne sera pas déclaré avant que le contribuable remette sa déclaration de 1984 même si les 11/12 en ont été gagnés en 1983. Une fois que le contribuable a choisi une année financière, il ne peut la changer sans le consentement de Revenu Canada (Impôt) (paragraphe 248 (1) "Exercice financier «1»).

Comptabilisation du revenu professionnel

Le contribuable doit déclarer tous ses revenus professionnels l'année où ils sont à recevoir, qu'ils aient été reçus ou non. Un paiement pour services rendus est réputé survenir à la première des dates suivantes: la date de présentation de la facture, la date où la facture aurait été présentée s'il n'y avait pas eu de délai indu, ou la date où le paiement a été reçu (article 34) «215-216». Dans certains cas, le contribuable peut déduire des sommes à recevoir une provision pour créances douteuses ou mauvaises ou pour des biens ou services non encore rendus (alinéas 20 (1) (l), (m) et (n) «140, 150, 153»).

Bourses d'études, de recherche et d'entretien, prix et subventions de recherche

La loi de l'impôt sur le revenu ne définit pas les expressions "bourses de perfectionnement", "bourses d'études", "prix" et "subventions de recherche". Cependant, le Bulletin d'interprétation IT-75R2 renferme la description de ces allocations par le ministère et indique comment il en voit le traitement fiscal en vertu de la loi. Le nom donné à une subvention particulière n'indique pas nécessairement sa vraie nature. Dans certains cas, par exemple, une allocation appelée "bourse de perfectionnement" peut se classer comme "subvention de recherche" aux fins de l'impôt (IT-75R2, alinéa 17).

Prix, bourses d'étude, de perfectionnement et d'entretien

L'alinéa 56 (1) (n) «312g» exige d'inclure dans le revenu toutes les sommes *reçues* durant une année provenant d'une ou de l'ensemble des sources mentionnées dans le titre, sauf la première tranche de $500. Lorsque le bénéficiaire reçoit $500 et plus deux années de suite, la déduction de $500 s'applique chaque année, ce qui vaut une déduction totale de $1,000.

Il peut donc être avantageux de demander à l'organisme payeur de verser ces allocations en deux années civiles et plus. Il est rappelé aux professeurs et étudiants que les frais de déménagement et de garde d'enfants peuvent, dans certains cas, se déduire de ce genre de revenus (articles 62 et 63) «347-356».

Subventions de recherche

Comme il est dit ci-dessus, les bourses reçues dans une année ne donnent droit qu'à la déduction de $500 (alinéa 56 (1) (n) «312g» (IT-75R2, alinéa 1). Par contre, les sommes réputées être des subventions de recherche aux fins de l'impôt constituent un revenu dans la mesure où elles dépassent les dépenses de recherche déductibles (alinéa 56 (1) (o) «312h» et la déduction de $500 ne s'applique pas dans ce cas-ci. Les frais personnels ou de subsistance tels que le repas ou le logement ne sont pas déductibles, à l'exception des frais de déplacement, y compris les repas et le logement, engagés pendant que le chercheur poursuivait ses travaux hors de son lieu habituel de résidence.

Revenu Canada (Impôt) a maintenant indiqué ce qui peut se considérer comme une subvention de recherche. Si l'objet premier de la subvention est de permettre au bénéficiaire de poursuivre ses études ou sa formation, la subvention est considérée comme une bourse et les dépenses ne sont pas déductibles. Si, d'autre part, l'objet premier est de permettre au bénéficiaire d'effectuer des recherches au profit d'un projet original, la subvention est considérée comme une subvention de recherche. Le Bulletin IT-75R2 stipule, lorsqu'il y a double objectif, que la subvention est traitée comme une subvention de recherche, si l'objectif premier est la recherche (comme il est expliqué ci-dessus). S'il est difficile d'établir un objectif premier, Revenu Canada (Impôt) aura pour politique de laisser déterminer la fin première de la subvention par l'organisme subventionnaire: l'université.

Le chercheur peut déduire ses frais de déplacement a) entre son domicile et le lieu où il réside temporairement durant ses travaux de recherche, b) d'un lieu temporaire à un autre et c) à l'occasion de voyages extérieurs connexes à ses travaux (IT-75R2, alinéa 29). Selon le ministère, le contribuable ne peut déduire les frais de déplacement de son conjoint et de ses enfants. Cependant, comme on ne saurait s'attendre à ce que le professeur en congé sabbatique laisse sa femme et sa famille chez lui durant de longues périodes, on peut soutenir que leurs frais de déplacement constituent des frais connexes aux recherches et les chercheurs voudront peut-être déduire ces frais, sachant bien que cela leur sera peut-être refusé. Ceux qui sont en congé sabbatique au Canada même devraient s'enquérir de leur droit éventuel de déduire les frais de déplacement et de garde d'enfants. Sont à déduire les frais d'hôtel de même que toutes autres dépenses directement liées aux travaux, telles que les frais d'assistance à la recherche, de dactylographie,

de photocopie, de rédaction et de publication de rapports et tous autres frais pertinents autres que d'ordre personnel ou de subsistance. Les dépenses de nature capitale peuvent se déduire (IT-75R2, alinéa 31).

Il n'est pas nécessaire de présenter des reçus pour les frais de recherche avec la déclaration. Le ministère, cependant, peut exiger la présentation d'une comptabilité à n'importe quel moment; le chercheur devrait donc tenir une comptabilité de toutes ses dépenses admissibles et, si possible, garder les pièces justificatives.

Normalement, les dépenses effectuées au cours de l'année qui précède ou qui suit le paiement de la subvention peuvent être déduites. Font exception les dépenses survenant l'année antérieure à réception de la subvention et avant notification de l'attribution de celle-ci (IT-75R, alinéa 30).

Même si les frais de recherche admissibles peuvent se déduire d'une subvention de recherche, ils ne sont pas déductibles du salaire reçu durant un congé sabbatique ni d'une bourse de recherche, sauf, bien entendu, si la bourse est réputée être une subvention de recherche. Ainsi, par exemple, une bourse de recherche doctorale du Conseil des Arts du Canada n'est pas considérée comme subvention de recherche et ne bénéficie que de la déduction de $500, peu importe la somme de frais de recherche effectivement engagée. Aucune partie de ces frais ne peut se déduire non plus du salaire reçu durant un congé sabbatique.

Nonobstant ce qui précède, le professeur peut éviter de payer de l'impôt sur les fonds utilisés pour payer ses frais de recherche en demandant à son université une subvention de recherche au lieu d'un salaire. Seul le montant dépassant les frais de recherche admissibles est imposé. Cette pratique est approuvée par Revenu Canada et toutes les universités connaissent la procédure à suivre, laquelle devrait intervenir avant le commencement du congé sabbatique. (Voir "Congés sabbatiques", ci-après).

Il y a lieu de noter que le bénéficiaire d'une bourse de perfectionnement et d'une subvention de recherche peut déduire $500 (ou $1,000 si les paiements couvrent deux années civiles) de sa bourse, ainsi que l'ensemble des frais de recherche de sa subvention.

Congés sabbatiques

Il ne sera question, dans la présente section du Guide, que des dispositions fiscales canadiennes touchant les allocations de congés sabbatiques. Un professeur qui prend un congé sabbatique ou autre dans un pays étranger doit tenir compte aussi des dispositions fiscales du pays étranger. Les sections suivantes du Guide traitent de certains problèmes relatifs aux impôts étrangers.

Résidence

Le 25 fevrier 1983, Revenu Canada (Impôt) a publié le Bulletin IT-221R2 relatif à la résidence. Le bulletin s'applique aux personnes qui quittent le Canada après le 26 mai 1980. Il ne s'applique pas à celles qui quittent le Canada après cette date pour exécuter un contrat écrit passé par son employeur avant le 24 juillet 1979 aux fins d'assurer des services à l'étranger. En vertu du Bulletin IT-221R2 le professeur absent du Canada durant moins de deux ans est presumé avoir conservé sa residence canadienne pendant *son séjour à l'étranger, sauf s'il peut clairement établir* qu'il a rompu tous liens de résidence en quittant le Canada et si rien n'indique qu'il prévoyait à son départ du Canada y revenir (c'est-à-dire du fait d'un contrat d'emploi). Selon le Bulletin IT-221R2, les liens de résidence principaux d'une personne sont son appartement ou ses logements, son conjoint et les personnes à sa charge, ses biens personnels et ses liens sociaux.

Logement — "Un particulier qui quitte le Canada, mais qui s'assure qu'un logement au Canada, habitable toute l'année, demeure prêt à être occupé par lui, en l'entretenant (qu'il soit vacant ou non), en le louant à une personne qui a des liens de dépendance avec lui ou en le louant à une personne qui n'a pas de liens de dépendance avec lui, avec le droit de résilier le bail avec un délai très court (moins de trois mois), sera généralement considéré n'avoir pas rompu ses liens de résidence avec le Canada."

Conjoint et personnes à charge — "Si une personne mariée quitte le Canada, mais laisse son conjoint ou des personnes à charge au Canada, on considérera, règle générale, que cette personne est demeurée résidente du Canada au cours de son absence."

Biens personnels et liens sociaux — "Une personne qui quitte le Canada et devient non-résidente ne conservera pas de liens de résidence avec le Canada après son départ, sous forme de biens personnels (p.ex., mobilier, vêtements, automobile, comptes en banque, cartes de crédit, etc.) ou de liens sociaux (p.ex., affiliation à des associations en tant que résident, etc.)."

Autres liens de résidence — D'autres liens qui peuvent également valoir sont le maintien:

a) de la protection de l'assurance-hospitalisation ou de l'assurance-maladie provinciale,

b) d'une résidence saisonnière au Canada,

c) de l'affiliation à des associations professionnelles ou autres au Canada (sur la même base qu'un résident), et

d) des paiements d'allocation familiales.

Exemption relative à l'emploi outre-mer

Les employés d'employeurs canadiens qui travaillent outre-mer pendant plus de six mois consécutifs peuvent être partiellement exonérés de l'impôt. Au fédéral, depuis 1984, la rémunération gagnée à l'étranger donne lieu à un crédit d'impôt égal à 80% de l'impôt autrement payable. Ce crédit s'applique sur une rémunération annuelle ne dépassant pas $80,000, ou une proportion de cette somme si la période de l'emploi est inférieure à un an.Cela s'applique aux personnes employées dans des travaux de construction, d'installation, d'agriculture ou de génie intéressant l'exploration et la mise en valeur ou autres activités prescrites. Sous réserve de la publication des règlements indiquant ces activités prescrites, les professeurs employés par une université et travaillant à l'étranger semblent ne pas bénéficier de cette disposition.

Aux fins de l'impôt sur le revenu du Québec, le contribuable admissible est totalement exempté de l'impôt après un séjour d'un an à l'étranger. Si le séjour est inférieur à un an, il y a déduction proportionnelle au nombre de mois complets travaillés à l'étranger.

Frais de recherche

Le professeur d'université qui projette d'effectuer des recherches durant un congé sabbatique devrait organiser ses affaires de façon à éviter de payer un impôt sur les sommes utilisées pour payer ses frais de recherche. Ces dispositions se rattachent au statut résidentiel déterminé par les nouvelles directives du Bulletin IT-221R2 indiquées ci-dessus.

Congés sabbatiques — Résidents du Canada — Si le professeur en congé sabbatique demeure un résident du Canada aux fins fiscales, il n'est pas important qu'il demeure au Canada ou qu'il émigre temporairement. Dans les deux cas, il est imposé au Canada sur son revenu mondial. S'il doit payer un impôt étranger sur une partie de ce revenu, le Canada accorde normalement un crédit d'impôt étranger à l'égard de l'ensemble ou d'une partie de cet impôt. Comme il est signalé sous "Subventions de perfectionnement" ci-dessus, le professeur peut déduire les frais admissibles des subventions de recherche seulement, et non du revenu provenant d'un emploi. Il devrait donc veiller à recevoir assez de revenu sabbatique sous la forme de subventions de perfectionnement pour couvrir ses frais de recherche.

Congés sabbatiques — Non-résidents du Canada Les non-résidents sont assujettis à l'impôt canadien seulement sur le revenu provenant de sources canadiennes. Les trois catégories principales de revenus de sources canadiennes de la plupart des professeurs sont: a) les salaires sabbatiques, le revenu d'affaires ou professionnel, les subventions de recherche, les bourses de perfectionnement, les allocations familiales, etc.; b) le revenu de placement; et c) le revenu locatif. Le contribuable doit produire une déclaration d'impôt sur le revenu des particuliers à l'égard du revenu compris dans la catégorie a) ci-dessus (IT-75R2, alinéa 35); jusqu'à 1981, il bénéficiait des exemptions personnelles accordées aux résidents dans la proportion de son revenu canadien par rapport à son revenu mondial (IT-171, alinéa 4). Cependant, en ce qui concerne 1982 et les années subséquentes, les non-résidents ne bénéficient de ces exemptions personnelles que si l'ensemble de leur revenu de toutes sources gagné durant l'année provient surtout d'un emploi exercé au Canada, d'une entreprise exploitée au Canada ou d'une bourse d'études ou de subventions de recherche canadiennes. Le sous-alinéa 115 (2) (e) (i), cependant, prévoit une exemption dans certains cas où le revenu de source canadienne tiré d'une charge ou d'un emploi est reçu par un contribuable devenu antérieurement non-résident du Canada si:

a) le travail s'accomplit en dehors du Canada, et

b) le revenu est soumis à l'impôt sur le revenu ou les bénéfices dans un autre pays ou se rattache à la vente de biens ou à la négociation de contrats intervenant dans le cadre normal d'une entreprise exploitée par l'employeur. Le traitement fiscal du revenu de placement et locatif b) et c) ci-dessus des non-résidents est indiqué ci-après. Les subventions de perfectionnement et les autres revenus de sources étrangères ne sont pas imposables au Canada et il n'est donc pas nécesssaire de prendre des dispositions pour éviter de payer l'impôt canadien sur ces revenus.

Congés pris à l'étranger

Il arrive qu'un professeur accepte une mission d'enseignement ou autre à l'étranger, dans des conditions ou la plus grande partie de son revenu lui vient de sources étrangères. Si le professeur conserve sa résidence au Canada aux fins de l'impôt, il doit payer l'impôt sur ses revenus de source étrangére. S'il obtient le statut de non-résident, il n'est imposable au Canada que sur ses revenus de sources canadiennes. Son revenu mondial peut, cependant, devenir imposable en partie ou en totalité dans son nouveau pays de résidence.

Avant de sauter aux conclusions quant aux avantages et désavantages du statut de non-résident, le contribuable doit examiner le régime fiscal auquel il serait assujetti à l'étranger aussi bien qu'au Canada. Le résident du Canada a droit à un crédit à l'égard des impôts payés à l'étranger. Le crédit généralement est le moindre de l'impôt étranger payé et de l'impôt sur le revenu canadien autrement applicable au revenu étranger. Cette déduction n'est permise qu'aux résident du Canada et n'est pas accessible au non-résident imposé selon l'article 115 «1087-1094». Le contribuable qui songe à renoncer temporairement à sa résidence canadienne devrait examiner son droit à un crédit d'impôt à l'égard de l'impôt sur le revenu canadien en vertu des lois fiscales de son nouveau pays de résidence. La question ne se pose que si le pays étranger impose les professeurs étrangers.

Dans certains cas, un congé pris à l'étranger est financé par une subvention d'une fondation située à l'étranger. Les fonds peuvent passer par une université canadienne et servent à couvrir les frais de déplacement et à maintenir le salaire du professeur.

Si le professeur obtient le statut de non-résident, la "source" des fonds servant à payer son salaire est déterminante. Si les subventions lui sont versées directement par une fondation étrangére, elles ne sont certainement pas imposables au Canada. D'après Revenu Canada, d'autre part, ces subventions constituent un revenu imposable si elle passent par une université canadienne.

Revenu de placements au Canada des non-résidents

Sauf quelques légéres exceptions, les dividendes, intérêts, loyers, redevances et autres revenus passifs de source canadienne payables aux non-résidents sont assujettis à la retenue fiscale. Les taux sont de 5%, 10%, 15%, 20% ou 25% selon la nature du revenu et les dispositions des traités fiscaux internationaux applicables.

Le contribuable peut donner avis de son statut de non-résident aux sociétés, banques et autres institutions qui lui versent de tels revenus et leur demander d'effectuer les retenues et de les remettre au bureau de district de l'impôt. Il peut lui être plus pratique de charger un représentant de percevoir pour lui tous ses revenus de placement et de payer la retenue fiscale au bureau de district de l'impôt. De nombreuses banques, sociétés de fiduciе et maisons de courtage sont au courant des taux d'imposition et des modalités de paiement et s'occupent de la retenue pour le compte de leurs clients.

Impôt de départ canadien

Il faut que les personnes qui abandonnent la résidence canadienne sachent qu'elles peuvent avoir à payer l'impôt sur les gains de capital sur certains placements et autres biens en immobilisations qu'elles sont réputées avoir disposé immédiatement avant leur départ du Canada (paragraphe 48 (1) «242-247». Il existe des exemptions et certains choix dont il faudrait s'enquérir.

Revenus de location canadiens

Non-résidents

Si un non-résident possède une maison au Canada et la loue pendant son absence, le revenu de cette location est imposable, et l'impôt doit être payé selon l'une ou l'autre des méthodes suivantes: 1 (a) Le contribuable peut charger un agent, ou son locataire, de retenir et verser 25% (ou 15% en cas de réduction prévue par un traité) du loyer brut, acquittant ainsi la totalité des impôts payables sur son revenu de location (alinéa 212 (1) (d)). (La loi de l'imposition du Québec ne prévoit pas de retenue fiscale sur les paiements aux non-résidents.)

1 (b) Le non-résident peut opter, en vertu de l'article 216, de payer l'impôt sur son revenu locatif net aux taux maxima applicables aux résidents, mais sans exemptions personnelles pour lui-même ou les personnes à sa charge. Il peut exercer cette option en tout temps dans les deux années consécutives à la fin de chaque année d'imposition où les loyers sont reçus. Les taux maxima de l'année d'imposition s'appliquent au revenu net après déduction de tous les frais pertinents (impôts fonciers, réparations, assurance, intérêt hypothécaire, commissions d'agents, amortissement des articles d'ameublement, etc.) Si l'impôt sur le revenu net après déduction des frais est inférieur aux 15% ou 25% déjà retenus sur les loyers bruts, un remboursement peut alors être demandé.

L'amortissement du coût en capital de la résidence ne devrait pas se déduire parce qu'il sera récupéré à la réoccupation des lieux et rendra aussi la résidence assujettie à l'impôt sur les gains de capital. L'amortissement du coût en capital des meubles et de l'equipement peut à coup sûr se déduire des loyers si le propriétaire est confiant qu'une dépréciation selon le montant déduit va se produire au cours de la période de location. Le taux est de 20% et s'applique à la juste valeur marchande des articles d'ameublement au moment où ils ont été convertis de biens d'usage personnel en biens locatifs. A la fin de chaque année, l'amortissement du coût en capital est déduite du solde de la classe et l'amortissement déduit l'année suivante est de 20% de ce nouveau solde. (Voir l'exemple de la déduction de l'amortissement du coût en capital des meubles et de l'équipement sous "Revenu d'une entreprise ou d'honoraires professionnels", ci-dessus.)

Supposons, par exemple, qu'un professeur a loué sa residence contenant des articles d'ameublement valant $10,000 le ler septembre 1983 en vertu d'un bail allant du ler septembre 1983 au 31 août 1984. Il peut déduire en amortissement de $1,000 (1/2 de 20% de $10,000) du revenu locatif reçu durant la période du ler septembre 1983 au 31 décembre 1983. La règle de la 1/2 s'applique parce que les articles d'ameublement d'usage personnel ont été convertis en biens locatifs après le 12 novembre 1981. La conversion est réputée être intervenue au changement d'usage. Cependant, si la juste valeur marchande des articles le 31 août 1984 se trouve à dépasser $9,000 ($10,000 moins un amortissement de $1,000), le montant dont la valeur marchande dépasse $9,000 sera récupéré en 1984. Si la juste valeur marchande dépasse $10,000, il y aura aussi des gains en capital imposables en 1984. Le professeur n'a pas droit, de toute façon, à un amortissement du coût en capital pour 1984 puisque le bien n'était pas utilisé pour gagner un revenu le 31 décembre 1984.

L'exemple ci-dessus suppose que le professeur a réalisé un bénéfice monétaire d'au moins $1,000 du ler septembre 1983 au 31 décembre 1983. Dans la plupart des cas, il n'est pas possible de créer une perte en déduisant un amortissement du coût en capital des articled d'ameublement ou de l'immeuble.

Il se peut que la valeur des meubles se détériore grandement au cours de la durée d'un bail. Cela pourrait entraîner une réduction de la juste valeur marchande qui dépasse l'allocation du coût en capital déduite. Cette "perte finale" servira à réduire le revenu imposable de toutes sources de l'année.

En outre, le paragraphe 45 (2) «284» permet au contribuable de considérer qu'il n'y a pas eu de changement d'usage de l'immeuble. Ainsi, même s'il ne peut considerer la maison comme résidence principale pendant ses années de non-résidence, le contribuable pourra différer les gains de capital survenant à la reconversion de son immeuble locatif en immeuble à usage personnel (voir, pour de plus amples détails, "Options au titre du paragraphe 45 (2) «284»" ci-dessous).

2) Au lieu de recourir à cette méthode, le non-résident peut produire une formule NR6 de Revenu Canada (Impôt), par laquelle lui et son agent s'engagent conjointement à produire une déclaration d'impôt dans les six mois suivant la fin de l'année. L'agent sera alors tenu de retenir et de verser 25% (ou 15%) du revenu estimatif net, provenant du loyer avant de déduire l'amortissement du coût en capital. Le solde, s'il en est, devra être payé au moment de la production de la déclaration d'impôt.

Un engagement distinct est exigé pour chaque année d'imposition. (Paragraphe 216 (4).

Revenu de location canadien des résidents

Le contribuable qui demeure un résident du Canada, peu importe qu'il puisse émigrer temporairement, doit payer un impôt sur son revenu mondial, y compris le revenu locatif net de son logement, le cas échéant. (Voir l'annexe 7 de la Déclaration d'impôt sur le revenu des particuliers de 1983).

Option au titre du paragraphe 45 (2) «284» — Quand une résidence est louée (ou utilisée dans l'exploitation d'une entreprise) et, ainsi, transformée en propriété productive de revenu, le contribuable est réputé, suivant le paragraphe 45 (1), «281», avoir cédé la propriété à sa juste valeur marchande. Normalement, cela ne suscite pas de problème parce que le gain qui en résulte est habituellement exonéré puisque la maison constituait la résidence principale du contribuable. (Selon le paragraphe 45 (1) «281», le contribuable est aussi réputé avoir réacquis la propriété — le terrain et l'immeuble — à sa juste valeur marchande et il peut ainsi déduire l'amortissement du coût en capital du coût réputé de réacquisition de la résidence). Cependant, le contribuable peut, en vertu du paragraphe 45 (2) «284», être réputé ne pas avoir commencé à utiliser sa propriété afin d'en tirer un revenu; dans ce cas, il n'y a aucune cession et réacquisition reputées lors des changements d'usage, c'est-à-dire lors du départ et du retour à la maison. Si le contribuable n'utilise pas le choix prévu au paragraphe 45 (2) «284», toute augmentation de valeur durant la période de location sera imposée à cause de la disposition présumée à la juste

valeur marchande au début et à la fin de la période de location.

Le choix fait au titre du paragraphe 45 (2) «284» doit être indiqué avec la déclaration de l'année au cours de laquelle est intervenu le changement initial. Revenu Canada accepte, cependant, une indication tardive du choix dans certains cas.

Durant les années où l'option est en vigueur, le propriétaire peut désigner la résidence comme sa résidence principale, mais durant au plus quatre ans (sauf si l'article 54.1 «286» s'applique comme il est expliqué au paragraphe suivant), même s'il n'habite pas ordinairement la propriété durant ces années. Cette règle s'applique, par exemple, à celui qui quitte sa résidence et entend y revenir plus tard et qui, entre-temps, l'utilise pour gagner un revenu locatif. En pareil cas, le contribuable doit être imposé comme résident ou être réputé être un résident du Canada, selon le paragraphe 250 (1), durant les années où la propriété est louée pour pouvoir la désigner comme constituant sa résidence principale durant ces années. Durant la période visée par l'option du paragraphe 45 (2) «284», tout le revenu locatif (net des dépenses applicables, sauf *l'amortissement du coût en capital)* est imposable.

L'article 54.1 «286» supprime la limite de quatre ans mentionnée au paragraphe précédent quant aux années d'imposition visées par l'option du paragraphe 45 (2) «284» dans certains cas où l'employé a déménagé parce que son employeur voulait qu'il travaille à un autre endroit.

Une brochure intitulée *Gains en capital et jour de l'évaluation* peut s'obtenir de Revenu Canada, Impôt.

Résumé des avantages du statut de non-résident

Comme il est indiqué plus haut, le professeur en congé sabbatique ou en congé temporaire dans un pays étranger sera probablement encore considéré comme résident du Canada; cependant, ceux qui estiment répondre aux critères du Bulletin IT-221R2 devraient considérer les avantages que procure le statut de non-résident:

a) Le revenu de sources étrangères de non-résidents n'est pas assujetti à l'impôt canadien sur le revenu.

b) La retenue fiscale est appliquée au revenu de placements versé ou crédité aux non-résidents à des taux probablement inférieurs aux taux maxima applicables aux résidents.

c) Les taux d'impôts des revenus de location sont probablement plus faibles pour les non-résidents que pour les résidents.

d) Certains non-résidents (par exemple, les résidents des Etats-Unis) peuvent désenregistrer leurs régimes d'épargne-retraite canadiens en payant au taux d'impôt sur le revenu inférieur à celui des résidents.

e) En devenant non-résident, le contribuable acquiert certaines options touchant les gains de capital de ses placements qui, s'il les choisit judicieusement, peuvent lui faire payer un impôt sur les gains de capital inférieur à celui qu'il payerait comme résident.

Avant de chercher à obtenir le statut de non-résident, le professeur devrait examiner l'impact des impôts sur le revenu canadien et étranger. Certaines ententes fiscales internationales du Canada permettent aux Canadiens de faire des recherches dans les pays concernés sans payer d'impôt étranger sur les subventions et les salaires sabbatiques. Certains des pays exemptent aussi le revenu provenant de l'enseignement dispensé chez eux. Dans certains cas, des exemptions semblables de l'impôt sur le revenu canadien sont accordées par le Canada aux étrangers qui enseignent ou font des recherches chez nous.

Les sections qui suivent examinent certaines des questions importantes pour les Canadiens qui projettent d'aller à l'étranger.

Traités fiscaux internationaux

Le Canada est en train de négocier et, dans certains cas, de renégocier des accords fiscaux.

Au 15 avril 1983, le Canada avait ratifié et proclamé en vigueur des traités fiscaux signés avec 32 pays: Australie, Autriche, Barbade, Belgique, Danemark, République dominicaine, Finlande, France, Allemagne de l'Ouest, Indonésie, Irlande, Israël, Italie, Jamaïque, Japon, Malaisie, Maroc, Pays-Bas, Nouvelle-Zélande, Norvège, Pakistan, Philippines, Roumanie, Singapour, Afrique du Sud, Corée du Sud, Espagne, Suède, Suisse, Trinidad et Tobago, Royaume-Uni et Etats-Unis. Le Canada a signé avec sept pays des traités revisés ou nouveaux qui, cependant, ne prendront effet qu'à leur ratification: Allemagne de l'Ouest, Bangladesh, Cameroun, Etats-Unis, Libéria, Sri Lanka et Tunisie.

Le but essentiel de ces traités est d'éviter la double imposition et d'empêcher l'évasion fiscale. Un traité renferme invariablement des dispositions qui déterminent lequel des Etats contractants va imposer le revenu provenant de sources particulières et, dans certains cas, le taux d'impôt qui va s'appliquer. Les traités fiscaux internationaux revêtent d'habitude un caractère réciproque en ce qu'ils s'appliquent inversement à l'imposition d'un Canadien par un pays étranger et à celle d'un étranger par le Canada. L'imposition de n'importe quel pays est d'abord régie par sa législation. En cas de conflit entre la législation locale et un traité applicable, les dispositions du traité modifient la législation locale.

Crédit d'impôt canadien à l'égard d'impôts étrangers

Le professeur qui demeure un résident du Canada aux fins de l'impôt même s'il est physiquement absent du Canada, paie l'impôt canadien sur son revenu mondial; cependant, la loi de l'impôt sur le revenu du Canada lui donne le droit de déduire de ses impôts canadiens un montant à l'égard des impôts étrangers, peu importe l'existence ou non d'un accord entre les deux pays. Règle générale, le crédit d'impôt étranger accordé par le Canada sera égale à l'impôt étranger payé ou l'impôt canadien frappant le revenu étranger, soit le moindre des deux. C'est ainsi que le professeur qui conserve son statut de résident canadien n'est imposé qu'une seule fois sur son revenu de source étrangère, mais au taux le plus élevé soit de l'impôt canadien ou étranger.

Imposition au Canada du salaire lors d'un congé sabbatique

Comme il est dit plus haut, Revenu Canada, depuis 1980, a une nouvelle position quant à l'imposition des résidents canadiens qui sont à l'étranger moins de deux ans (IT-221R2). Même si le professeur réussit à établir qu'il n'est pas un résident du Canada alors qu'il est en congé sabbatique à l'étranger, le Canada va continuer d'imposer le salaire sabbatique s'il lui est versé par une université canadienne (alinéa 115 (2) (c) «1093d»). Selon Revenu Canada, une exonération de l'impôt canadien (alinéa 115 (2) e)) n'est pas applicable parce que le professeur en congé sabbatique n'exerce pas une activité d'employé. (Voir aussi IT-161R3, paragraphe 3.)

Convention modèle de l'O.C.D.E.

Les accords fiscaux du Canada revêtent en grande partie une forme internationalement reconnue. L'Organisation de coopération et de développement économique (O.C.D.E.) a adopté à Paris, le 29 avril 1977, une Convention modèle permettant d'éviter la double imposition. Le Canada fait partie de l'O.C.D.E. et plusieurs de ses accords fiscaux, surtout ceux qu'il a récemment renégociés, suivent ce modèle.

La Convention modèle renferme les articles suivants qui peuvent intéresser les professeurs et les étudiants.

Article 4: résident — Les lois de chaque Etat contractant déterminent le sens à attacher à l'expression "résident" aux fins de l'impôt sur le revenu au sein de l'Etat. L'expression ne s'appliquera pas à une personne qui est passible d'impôt dans un Etat uniquement parce qu'elle a un revenu provenant de sources de cet Etat ou un capital qui s'y trouve situé.

Si une personne est classée comme résident des deux Etats contractants, divers critères président à la détermination de son statut de résident. Ce sont la localisation d'une demeure permanente, ses relations personnelles et économiques, son domicile habituel et la nationalité. Si ces critères ne suffisent pas, les deux Etats trancheront la question d'un commun accord.

Article 14: services personnels indépendants — Le revenu allant à un *résident* de l'Etat A à l'égard de services professionnels ou autres services personnels indépendants n'est imposable que dans l'Etat A, sauf si le résident dispose d'une base fixe qui lui est régulièrement disponible dans l'Etat B. Dans ce dernier cas, l'Etat B peut imposer le revenu comme étant attribuable à cette base fixe. L'expression "base fixe" n'est pas définie dans la Convention modèle, mais, selon Revenu Canada, ce peut être un a centre d'activité d'un caractère fixe ou permanent qui doit être régulièrement à la disposition de celui qui exerce les activités." En outre, l'intéressé doit normalement être en mesure d'exercer un certain contrôle sur la "base fixe". Les "services professionnels" comprennent des activités telles que les activités scientifiques, littéraires, artistiques, éducatives ou professorales indépendantes ainsi que les activités indépendantes des médecins et autres "practiciens et techniciens".

Article 15: services personnels assurés à titre de salarié — Le salaire allant à un résident de l'Etat A à l'égard d'un emploi est imposable seulement dans l'Etat A, sauf si l'emploi s'exerce dans l'Etat B, auquel cas l'Etat B peut l'imposer, sous réserve des conditions suivantes:

Le revenu d'emploi d'un résident de l'Etat A gagné dans l'Etat B est imposable seulement dans l'Etat A si:

a) le bénéficiaire est présent dans l'Etat B durant une période *n*'excédant pas 183 jours au cours de l'année financière;

b) la rémunération est payée par un employeur qui n'est pas un résident de l'Etat B; et

c) la rémunération n'est pas versée par un établissement permanent ou une base fixe que possède le résident dans l'Etat B.

Article 19: service gouvernemental — Les salaires payés par l'Etat A aux résidents présents dans l'Etat B à l'égard de services connexes à l'exercice de fonctions gouvernementales ne sont imposables que dans l'Etat A. Si ces services sont assurés par des nationaux de l'Etat B ou par des personnes qui ne sont pas devenues des résidents de l'Etat B seulement pour assurer les services, les salaires ne sont imposés que dans l'Etat B.

Article 20: étudiants — L'étudiant résident de l'Etat A qui se rend dans l'Etat B pour étudier ne paie pas d'impôt dans ce dernier sur les fonds d'entretien reçus de sources extérieures à l'Etat B, peu importe qu'il demeure un résident de l'Etat A ou devienne un non-résident.

Dispositions générales

Les traités internationaux permettent à un Etat qui pratique l'impôt sur le revenu d'appliquer ses propres lois fiscales et ses propres prescriptions de résidence tant qu'elles ne viennent pas en conflit avec le traité. Cela peut susciter des complications à cause des différences qui existent entre les Etats contractants, les visiteurs ayant à se familiariser un peu avec les lois et les pratiques fiscales locales. Cependant, les conséquences pratiques, si le Modèle de l'O.C.D.E. est suivi, font que le professeur (ou l'étudiant) qui visite un pays ayant ratifié un traité pour y effectuer des recherches (ou des études) ne paie pas d'impôt dans ce pays sur le salaire sabbatique ou les fonds d'entretien reçus de sources extérieures durant sa visite. D'autre part, le professeur (ou l'étudiant) pourrait y payer un impôt sur le salaire qu'il y a gagné, sous réserve des exceptions de l'Article 15. En outre, si le modèle de l'O.C.D.E. est suivi, les subventions de recherche et les bourses de recherche et d'études de source canadienne reçues à l'étranger par un Canadien en congé sabbatique ne devraient pas y être imposées, mais elles le sont au Canada (parce que le contribuable est encore considéré comme résident du Canada ou conformément aux alinéas 116 (2) b) et b. 1) «1093 b) et c)»). Les intérêts, dividendes et redevances de source canadienne devraient, de même, ne pas être imposables à l'étranger, mais l'être au Canada. D'autres genres de revenu peuvent être imposés ou non selon la législation locale et les dispositions du traité applicable.

Exemption spéciale de la rémunération professorale

La Convention modèle ne renferme plus la disposition par laquelle un Etat permettra aux résidents d'une autre Etat d'enseigner chez lui durant deux ans en ne payant pas d'impôt sur leur revenu professoral. Le ministère des Finances a déclaré que ce privilège ne figurera dans aucun traité nouveau ou renégocié.

Au 9 septembre 1982, cette exemption réciproque ne figurait encore que dans les traités du Canada avec onze pays: Danemark, la Finlande, l'Allemagne, l'Irlande, le Japon, les Pays-Bas, la Norvège, l'Afrique du Sud, la Suède, Trinidad et Tobago, et les Etats-Unis.

Les professeurs de ces pays au Canada seront soumis à une retenu fiscale à la source sur leur revenu professoral et aux cotisations au Régime de pensions du Canada et devront produire une déclaration d'impôt sur le revenu. A la cessation de son séjour temporaire au Canada, le professeur pourra demander le remboursement des impôts payés sur son revenu professoral et de ses cotisations au R.P.C. à condition d'être admissible à l'exemption du traité applicable. A cause de la phraséologie particulière des traités fiscaux en cause, les visiteurs des Etats-Unis, d'Australie et de Finlande peuvent séjourner au-delà de la limite de deux ans et avoir droit à l'exemption à condition de ne pas enseigner durant plus des deux années (IT-68R, alinéa 3). Les affaires fiscales entendues depuis la publication du Bulletin IT-68R en 1975 mettent en doute qu'on ne puisse enseigner plus de deux ans.

Résidents de pays liés par traité enseignant au Canada

Le professeur d'un pays signataire d'un traité qui enseigne au Canada devrait s'enquérir de sa situation fiscale dans son pays et au Canada. Les accords fiscaux internationaux peuvent assurer une exemption de l'impôt canadien sur le revenu professoral des résidents des Etats contractants, mais sans soustraire les intéressés à l'impôt de leur pays.

Résidents canadiens enseignant dans les pays liés par traité

Les accords passés avec les onze pays susmentionnés donnent aux Canadiens deux ans sans que leur revenu professoral soit assujetti à l'impôt local. Les professeurs qui projettent d'enseigner dans l'un de ces pays devraient s'informer s'ils peuvent être exemptés de la retenue fiscale et prendre des dispositions pour demander une exemption le cas échéant.

Le Canadien devrait retenir que l'accord l'exempte de l'impôt sur le revenu seulement dans le pays étranger et non pas nécessairement au Canada. S'il demeure résident canadien, il devra payer l'impôt canadien sur son revenu mondial. Cependant, s'il devient non-résident, il n'aura pas à payer l'impôt canadien sur le revenu provenant de sources étrangères. Ce sont l'accord particulier du pays en question et son interprétation par le fisc local qui décideront s'il peut demeurer exempt de l'impôt dans le pays signataire du traité après être devenu non-résident du Canada. Le professeur canadien devrait à coup sûr voir ce qu'il en est avant de contracter des engagements.

Il devrait aussi retenir que les exemptions biennales réciproques sont vouées à disparaître de tous les traités fiscaux internationaux du Canada.

Imposition étrangère

1. Etats-Unis

Si un professeur canadien prend son congé sabbatique aux Etats-Unis et passe dix mois, un an ou quinze mois dans ce pays tout en ayant l'intention de revenir au Canada, la Service du revenu intérieur des Etats-Unis le considère normalement comme un étranger non-résident, car il est défini comme "une personne venue aux Etats-Unis dans un but précis qui, de par sa nature, peut être atteint promptement". Ses obligations fiscales sont alors restreintes au revenu provenant de sources américaines. Si ce revenu est "effectivement rattaché à l'exercice d'un métier ou d'une activité industrielle ou commerciale" aux Etats-Unis, il est imposable, sauf déductions admissibles, à un taux progressif. Le salaire gagné aux Etats-Unis serait un revenu de cette nature. Tous les revenus de source américaine qui ne sont pas de cette nature sont soumis à un taux uniforme de 30%, en général, que le traité fiscal passé entre les Etats-Unis et le Canada réduit à 15%. Le professeur qui veut aller en congé sabbatique aux Etats-Unis pourra probablement se classer comme étudiant (visas "F") ou comme visiteur relevant d'un programme d'échange éducatif ou culturel. (visas "J"). Le professeur qui tombe dans ces catégories peut exclure de son revenu imposable aux Etats-Unis le salaire sabbatique que lui verse son université canadienne. Autrement, la rémunération des services accomplis aux Etats-Unis sera normalement assujettie à l'impôt américaine même si l'employeur se trouve à l'étranger.

Si candidat à un grade dans une université des Etats-Unis reçoit une bourse, le montant de celle-ci peut être exclu du revenu aux fins de l'impôt, que la bourse soit de provenance américaine ou autre. Toutefois, toute partie d'une subvention qui constitue une rémunération pour un enseignement, une recherche ou un autre travail obligatoire est imposable à moins que tous les candidats au grade en question soient obligés de rendre des services similaires. Si le bénéficiaire n'est pas candidat à un grade, une bourse accordée aux Etats-Unis est imposable dans la mesure où elle dépasse $300 par mois, l'excédent devant être multiplié par le nombre de mois. La déduction mensuelle de $300 n'est accordée que si la subvention provient d'un gouvernement étranger, d'un organisme à but non lucratif exempt de l'impôt sur le revenu des Etats-Unis, du gouvernement ou d'une institution gouvernementale des Etats-Unis, du gouvernement d'un Etat, d'un organisme international ou d'un organisme éducatif ou culturel à caractère binational ou multinational selon le *Mutual Educational and Cultural Exchange Act* de 1961. La déduction se limite à un total de 36 mois, non obligatoirement consécutifs, après lesquels le montant total de la bourse devient imposable aux Etats-Unis.

Règles dérogatoires

Les dispositions ci-dessus de la législation américaine sont assujetties aux règles dérogatoires de la convention fiscale canado-américaine.

Dispositions du nouveau traité, ratifié en 1984, intéressant les professeurs:

Article IV — résidence: suit de prés l'Article 4 de la Convention modèle de l'O.C.D.E. Dans les cas de la double résidence, il faut se reporter aux dispositions du traité.

Article XIV — services personnels indépendants: ne sont imposés que dans le pays de résidence, sauf s'ils sont attribués à une base fixe régulièrement disponible dans l'autre pays.

Article XV — services personnels à titre de salarié: ne sont imposés que dans le pays de résidenee, sauf s'ils sont attribuables à des services assurés dans l'autre pays. Quoi qu'il en soit, le résí-

dent canadien (et vice versa dans le cas du résident américain) ne paie pas d'impôt pour la rémunération de services assurés aux États-Unis si:
a) la rémunération ne dépasse pas $10,000 (U.S.), ou
b) il ne séjourne pas aux États-Unis durant plus de 183 jours au cours de l'année et la rémunération n'est pas payée par un employeur résident des États-Unis ou par l'entreprise, d'un employeur étranger, existant aux États-Unis.
Article XIX — service gouvernemental: le citoyen canadien ne paie pas l'impôt américain sur la rémunération de services de nature gouvernementale si celle-ci est payée par le Canada, une province ou une autorité locale canadienne. Cela ne vaut pas si le gouvernement exerce effectivement une activité commerciale aux États-Unis.
Article XX — étudiants: voir l'Article 20 de la Convention modèle de l'O.C.D.E.

NOTE: Diverses dispositions du traité entrent en vigueur au fil du temps. Voyez quelle disposition vous concerne.

2. Royaume-Uni

Le nouveau traité intervenu entre le Canada et le Royaume-Uni a pris effet le 17 décembre 1980. Il suit essentiellement la Convention modèle de l'O.C.D.E. Certains des articles ont des effets rétroactifs à 1976, mais cela ne concerne aucun des articles dont il est question ci-après.
Article XIV — services professionnels: (Voir Article 14 de la Convention modèle ci-dessus). Le revenu gagné au Royaume-Uni par un *résident* du Canada dans le cadre d'un contrat d'entreprise est sujet à l'impôt canadien, sauf si le visiteur a une base fixe au R.U. Si ce revenu est imposé par le R.U., le visiteur peut alors déduire un crédit d'impôt étranger de son impôt canadien. Si le taux d'impôt du R.U. est plus élevé que le taux canadien, seulement le moindre des deux est admis comme crédit par le Canada. Si le visiteur devient *non-résident* du Canada, le Canada n'imposera pas son revenu de source britannique, mais le R.U. le fera peut-être.
Article XV — services personnels à titre de salarié: (voir Article 15 de la Convention modèle ci-dessus.) Si l'emploi est exercé au R.U. par un résident du Canada, le revenu peut être imposé au R.U. Cependant, le salaire de l'emploi continue d'être imposé au Canada seulement si les conditions suivantes existent:
a) le bénéficiaire est présent au R.U. durant au plus 183 jours *au cours de l'année civile,*
b) la rémunération est payée par un employeur ou pour le compte d'un employeur non-résident du R.U., et
c) la rémunération n'est pas déduite des bénéfices d'un établissement permanent ou d'une base fixe que l'employeur possède au R.U.
Article XVIII — service gouvernemental: (Voir Article 19 de la Convention modèle ci-dessus.) La salaire payé par le Canada à une personne presente au R.U. seulement pour la prestation de services au R.U. dans l'exercice d'une fonction gouvernementale n'est imposable qu'au Canada.
Article XIX — étudiants: Les dispositions de l'Article 20 de la Convention modèle s'appliquent (voir ci-dessus).

3. France

La France impose le revenu mondial des personnes réputées être "domiciliées" (résidant) en France. A domicile français celui qui a sa demeure ou son domicile principal en France. La "demeure" est celle où vit normalement sa famille et son domicile principal se trouve probablement en France s'il est durant plus de 183 jours au cours de l'année d'imposition. Ainsi donc, les professeurs en congé sabbatique en France durant une année peuvent être assujettis à l'impôt français sur leur revenu mondial, sous réserve des modalités de la Convention fiscale canado-française.
La Convention fiscale canado-française (1975) suit en substance la Convention modèle de l'O.C.D.E.
Article IV — domicile fiscal: voir l'Article 4 de la Convention modèle qui précède.
Article XIV — services professionnels: l'Article est presque identique à l'Article 14 de la Convention modèle. Le revenu tiré par un résident du Canada de services professionnels indépendants assurés en France n'est imposé qu'au Canada, sauf si l'intéressé agit à partir d'une base fixe, en France, qui lui est régulièrement disponible.
Article XV — services personnels a titre de salarié: le *salaire* gagné en France par un résident du Canada peut être imposé par la France sauf si l'intéressé séjourne en France durant au plus 183 jours de l'année civile et si a) la rémunération ne dépasse pas le plus élevé de 2,500 dollars canadiens et 10,000 francs français ou b) la rémunération est payée par un employeur ou pour le compte d'un employeur non-résident de France et la rémunération n'est pas versée par un établissement permanent ou une base fixe dont dispose l'employeur en France.
Article XIX — services gouvernementaux: l'Article suit de près la Convention modèle. En général, les résidents du Canada qui assurent des services gouvernementaux en France pour le compte du Canada ne sont imposés que par le Canada.
Article XX — étudiants: les Canadiens qui séjournent en France dans le seul but d'étudier ou de parfaire leur formation ne payent pas d'impôt en France sur les fonds d'entretien ou d'études reçus de sources extérieures à la France, qu'ils demeurent résidents du Canada ou qu'ils deviennent non-résidents.
Article XXIII — élimination de la double imposition: le visiteur canadien en France peut être assujetti à l'impôt de France ou du Canada, mais il bénéficie d'un dégrèvement. Le Canada admet l'impôt à payer en France en déduction de l'impôt à payer au Canada à l'égard du revenu concerné, sous réserve des règles canadiennes normales qui limitent la déduction à l'impôt canadien sur le revenu.
La France exempte généralement de l'impôt français le revenu qui, à cause du traité, est imposé au Canada. Les dividendes, l'intérêt et certains autres types de revenu de source canadienne sont imposés en France, mais l'impôt canadien payé bénéficie d'un crédit. Les impôts à payer à la France sont calculés aux taux qui s'appliqueraient si tout le revenu était imposé.

Ainsi, donc, le salaire sabbatique, les subventions de recherche et les bourses de recherche et d'études de source canadienne devraient être exemptés en France à cause de leur imposition au Canada. Les Canadiens de retour d'un congé sabbatique en France disent n'avoir eu à payer l'impôt français que s'ils ont touché des revenus de source française. La France, semble-t-il, pourrait peut-être imposer des revenus de source canadienne tels que les dividendes et l'intérêt si l'intéressé a une demeure ou son domicile principal en France comme il est indiqué ci-dessus. Si le Canada et la France imposent tous deux un contribuable à titre de résident du pays, les règles de l'Article IV de la convention doivent servir à déterminer le pays dont il faut le considérer comme résident.

4. Allemagne de l'Ouest

Le Canadien présent en Allemagne durant plus de 183 jours au cours d'une année d'imposition peut être considéré comme un résident d'Allemagne et payer l'impôt sur son revenu mondial, sous réserve des dispositions du traité fiscal canado-allemand.
Un traité révisé a été signé le 17 juillet 1981, mais il ne prendra effet qu'une fois ratifié. Le traité de 1956 demeurera, en vigueur jusque-là et les dispositions suivantes régleront l'imposition des professeurs canadiens en séjour en Allemagne et vice versa.
Article X — service gouvernemental: les citoyens canadiens sont exemptés de l'impôt allemand sur le salaire payé à l'égard de services assurés au Canada ou à l'une des provinces.
Article XI — rémunération de services personnels: les bénéfices provenant d'une profession ou le revenu provenant d'un emploi et gagnés par un Canadien peuvent être imposés en Allemagne si les activités en cause s'exercent en Allemagne. Ils ne le sont pas, cependant, si le résident canadien n'est pas en Allemagne durant plus de 183 jours au cours de l'année d'imposition et si: a) il est payé par un résident canadien qui en défraie le coût, ou b) la rémunération ne dépasse pas $3,000.
Article XIV — professeurs et enseignants: le professeur du Canada est exempté de l'impôt allemand sur la rémunération de son enseignement dans une maison d'enseignement allemande s'il la reçoit au cours d'une période de résidence temporaire d'au plus deux ans. Il n'est pas nécessaire qu'il demeure un résident du Canada.
Article XV — étudiants: un étudiant à plein temps canadien en Allemagne est exempté de l'impôt allemand sur les sommes qu'il reçoit de personnes du Canada pour son entretien ou ses études.
Article XVI — élimination de la double imposition: le Canada permet de déduire l'impôt allemand sur le revenu de source allemande de l'impôt canadien sur ce revenu, mais la proportion de la déduction ne peut dépasser celle du revenu allemand par rapport à tout le revenu. L'Allemagne n'impose pas l'ensemble du revenu de source canadienne imposé au Canada. Ainsi donc, le salaire sabbatique, les bourses d'études et de recherche et les subventions de recherche de source canadienne qui continuent généralement d'être imposés par le Canada durant le séjour en Allemagne ne sont pas imposés dans ce pays. L'intérêt, les dividendes, les loyers et les autres revenus de source canadienne peuvent être imposés en Allemagne, mais il est accordé un crédit d'impôt allemand à l'égard des impôts canadiens payés.
Le nouveau traité suit le Modèle de l'O.C.D.E. presque mot à mot quant aux points intéressant les professeurs. (Voir commentaires précédentes.) L'exemption de deux ans concernant l'enseignement est disparue.

5. Inde

Le Canada n'a pas signé d'accord fiscal avec l'Inde, mais il est en train d'en négocier un. Le traité devrait généralement suivre le modèle de l'O.C.D.E. et ne comprendra pas l'exemption de deux ans quant à l'enseignement. Les Canadiens en visite en Inde seront imposés sous le régime de la loi indienne seulement jusqu'à la signature et la ratification d'un traité.
L'impôt sur le revenu se perçoit en Inde sur la base de la résidence en Inde. L'impôt se réfère aussi à une année d'imposition allant du 1er avril au 31 mars. L'impôt d'une année se fonde sur des critères de résidence et sur le revenu de l'année précédente.
Les règles actuelles de l'Inde classent les particuliers en trois grandes catégories: résidents; résidents qui ne sont pas de résidents habituels; non-résidents.
La résidence se détermine d'après la résidence physique l'année antérieure à l'année de cotisation. Un particulier est un résident l'année précédente si:
a) il a séjourné en Inde durant une période totale de 182 jours et plus l'année précédente;
b) il répond aux deux conditions suivantes:
(i) a maintenu ou fait maintenir pour lui un logement en Inde durant une période totale de 182 jours et plus l'année précédente; et
(ii) a séjourné en Inde durant 30 jours et plus cette année-là; ou
c) il a séjourné en Inde durant un total de 365 jours et plus pendant les quatre années antérieures à l'année précédente et s'y est trouvé durant 60 jours et plus pendant cette année précédente.
S'il est un résident d'après les critères précédents mais n'a pas:
a) été un résident de l'Inde pendant neuf des dix années antérieures à l'année comptable, et b) durant les sept années antérieures à l'année comptable, séjourné en Inde un total de 730 jours et plus, il est alors considéré comme un résident qui n'est pas un résident habituel.
Le résident (c'est-à-dire celui qui est aussi un résident habituel) doit payer l'impôt sur tout le revenu de l'année précédente et provenant de n'importe quelle source intérieure et extérieure, mais le revenu imposable d'un "résident qui n'est pas un résident habituel" de l'année précédente comprend:
a) tout le revenu (autre que le revenu agricole d'origine indienne) reçu ou réputé reçu en Inde durant l'année comptable; il semble donc que le revenu de source étrangère non versé à l'Inde n'y est pas imposable;
b) le revenu qui, durant l'année comptable, a été acquis ou provient de l'extérieur de l'Inde d'une entreprise contrôlée en Inde, ou qui a été apporté en Inde ou reçu par le contribuable durant l'année comptable. Cela signifie que le revenu étranger acquis ou provenant de l'extérieur de l'Inde n'est pas imposable dans ce cas-ci, sauf s'il provient d'une entreprise contrôlée ou d'une profession établie en Inde.
Le revenu imposable d'une année précédente du non-résident comprend seulement le revenu de n'importe quelle source indienne reçu ou réputé reçu cette année-là par le résident ou en son nom.
La loi de l'impôt sur le revenu de l'Inde renferme des définitions spécifiques de ce qui est réputé constituer un revenu, un salaire et un avantage et renferme aussi des dispositions relatives aux déductions normales du salaire, d'autres exclusions, déductions et exemptions ainsi que des règles servant à déterminer le revenu imposable.
Les dispositions suivantes intéressent particulièrement les professeurs en séjour à l'étranger:
salaire: — Le revenu constitué d'un salaire est imposable lorsqu'il est payé ou dû, soit le fait qui survient le premier, c'est-à-dire que toutes les avances de salaire ainsi que les arrières de salaire et le salaire acquis même s'il n'est pas versé sont imposables.
avantages d'emploi — Les avantages imposables comprennent le logement gratuit, l'utilisation d'une voiture et divers autres avantages.
exemptions — Certains revenus sont exonérés d'impôt en Inde. Ils comprennent le revenu des employés des gouvernements et ambassades étrangers, des employés étrangers d'une institution philanthropique étrangère et de certains techniciens non résidents et non citoyens et l'Inde.
Sont aussi exonérés:
a) le revenu des employés étrangers d'une entreprise étrangère qui se trouvent temporairement en Inde. La rémunération reçue par un étranger en tant qu'employé d'une entreprise étrangère à l'égard de services rendus durant son séjour en Inde est exonérée s'il répond aux conditions suivantes:
(i) l'entreprise étrangère n'exerce pas en Inde une activité commerciale ou industrielle;
(ii) le séjour de l'employé en Inde l'année précédente n'a pas dépassé 90 jours; et
(iii) la rémunération n'est pas déduite du revenu de l'employeur aux fins de l'impôt indien;
b) les avantages de voyage de congé accordés aux citoyens et le passage accordé au non-citoyens.
Le prix du passage ou le passage gratuit accordé à un employé pour lui-même, son conjoint et ses enfants à l'occasion d'un voyage chez eux ou de la cessation du service ne sont pas imposables. En outre, le passage des enfants étrangers qui étudient à l'étranger et reviennent en vacances en Inde n'est pas imposable s'il est payé à titre d'avantage d'emploi.

Avis d'opposition et appels

Le contribuable qui reçoit une cotisation qu'il n'accepte pas peut donner avis d'opposition *dans les 90 jours* de la date d'envoi de la cotisation. L'avis doit être établi en double exemplaire sur la formule réglementaire qui peut s'obtenir de n'importe quel bureau de district de l'Impôt par demande téléphonique. L'avis doit porter un exposé des faits pertinents et des motifs d'opposition et le contribuable doit le signer.
La Division des appels de Revenu Canada (Impôt) examinera la cotisation, communiquera avec le contribuable et annulera, modifiera ou maintiendra la cotisation et notifiera le contribuable par lettre recommandée de sa décision. Si ce dernier n'est pas satisfait de la décision, il peut, dans les 90 jours de la date d'envoi de l'avis, en appeler à la Cour canadienne de l'impôt ou, à un échelon plus élevé, directement à la Cour fédérale. Dans l'un ou l'autre cas, la cour examinera la cotisation et entendra le contribuable ou son représentant; ensuite, elle rejettera l'appel ou y fera droit et modifiera ou annulera la cotisation. Le contribuable peut être représenté par lui-même ou par un représentant auprès de l'une ou l'autre cour, mais, à la Cour fédérale, tout représentant autre que le contribuable doit être avocat.

Dernier mot

L'ACPU accueillera les demandes des associations locales et provinciales et de leurs membres touchant le financement de l'étude de nouveaux problèmes concernant l'impôt sur le revenu, qui appellent des éclaircissements relatifs à la pratique courante du Ministère du Revenu national et qui intéressent les employés des universités. Il faudrait adresser l'énoncé de ces problèmes et questions à: Robertson & Hill, 328, rue Frank, Ottawa (Ontario), K2P 0X8 ou à M. E. J. Guinard, C.A., 1525, rue Lépine, St-Laurent (Québec), H4L 4N9,et en adresser aussi copie à M. Richard Bellaire, au bureau de l'ACPU. Robertson & Hill conseillera régulièrement l'ACPU au sujet de ces problèmes et une décision relative au financement de leur étude sera prise le plus rapidement possible dans chaque cas. Aux associations locales et provinciales seront ensuite envoyés les commentaires et la décision touchant le financement de l'affaire.
Même si l'ACPU ne peut payer les consultations fiscales d'ordre individuel ni les demandes d'éclaircissements fiscaux d'un caractère courant (c'est-à-dire celles qui portent sur des points traités dans le présent Guide ou d'autres publications parrainées par l'ACPU) non plus que celles qui se rattachent à des questions étrangères au contexte universitaire, on peut s'adresser au bureau de Robertson & Hill. On est prié de s'identifier au bureau de Robertson & Hill comme faisant partie de l'ACPU. Le tarif obtenu par l'ACPU au bénéfice de ses membres est le suivant:
Associé fiscal — $120 l'heure
Gérant fiscal — $55 l'heure
La première partie de ce guide est une révision du Guide établi antérieurement par M. Charles Hebdon. Les révisions subséquentes ont été faites par Touche Ross. Les révisions des deux dernières années ont été faites par Robertson & Hill.
Les références à la loi de l'impôt du Québec ont été ajoutées ou corrigées par le professeur James Drew des Hautes Etudes Commerciales (Montréal).
La révision de la version française a été faite par le professeur Drew.

Thus, sabbaticants in Franee for a year may be liable for French income tax on world income, subject to terms of the Canada-France Tax Convention.

The Canada-France Tax Convention (1975) substantially follows the O.E.C.D. Model Convention.

Article IV — Fiscal domicile: see Article 4 of the Model Convention above.

Article XIV — Professional services: is almost identical to Article 14 of the Model Convention. Income derived by a resident of Canada from *independent* professional services performed in France will be taxed only in Canada unless the professional operates from a fixed base in France regularly available to him.

Article XV — Dependent personal services: provides that salary or wages earned in France by a resident of Canada may be taxed by France unless the recipient is present in France for not more than 183 days in the calendar year and either (a) the remuneration does not exceed the greater of 2,500 Canadian dollars and 10,000 French francs or (b) the remuneration is paid by, or on behalf of, an employer who is not a resident of France, and such remuneration is not borne by a permanent establishment of a fixed base which the employer has in France.

Article XIX — Government services: follows closely the Model Convention. In general, residents of Canada performing government services in France for Canada will be taxed only by Canada.

Article XX — Students: Canadians visiting France solely for study or training will not be taxed by France on maintenance or educational funds received from outside France regardless of whether they remain resident of Canada or become non-residents.

Article XXIII — Elimination of double taxation: recognizes that a Canadian visitor to France may be subject to tax by either France or Canada, and grants relief. Canada will recognize tax payable under French law as a deduction from Canadian tax payable in respect of the related income, subject to normal Canadian rules which limit the deduction to the Canadian tax on the income.

France generally exempts from French tax income which, because of the treaty is taxed in Canada. Canadian source dividends, interest and certain other types of income are taxed in France but a credit will be given for the Canadian tax paid. Taxes payable to France are computed at the rate which would apply if all income was taxed.

Thus, Canadian source sabbatical salary, research grants, scholarships and fellowships may be expected to be exempted in France because they are taxed in Canada. Sabbaticants returning from France indicate that only if they have had income from sources in France has any French tax been levied. It appears that France might tax Canadian source income such as dividends and interest if the sabbaticant had a home or principal place of abode in France as described above. If Canada and France both tax a person as being resident in the country, the rules in Article IV of the Convention will have to be used to determine in which country the person shall be considered resident.

4. West Germany

A Canadian present in Germany for more than 183 days in a tax year may well be considered to be a resident of Germany and taxed on his world income, subject to the provisions of the tax treaty between Canada and Germany.

A revised treaty was signed July 17, 1981, but will only be effective when ratified. The 1956 treaty will continue in effect until that time and the following provisions will affect taxation of teachers visiting between Canada and Germany.

Article X — Government service: citizens of Canada will be exempt from German tax on salary for service to Canada or one of the provinces.

Article XI — Remuneration for personal services: profits from a profession or employment income and earned by a Canadian may be taxed in Germany if the activities are performed in Germany. They will not be taxed however if the Canadian resident is not in Germany for more than 183 days in the taxable year and either (a) he is paid by a Canadian resident who bears the cost, or (b) the compensation does not exceed $3,000.

Article XIV — Professors and teachers: a teacher from Canada is exempt from German tax on remuneration for teaching at an educational institution in Germany if received during a period of temporary residence not exceeding two years. There is no requirement that he remain a resident of Canada.

Article XV — Students: a full time student in Germany from Canada is exempt from German tax on payments to him from persons in Canada for his maintenance or education.

Article XVI — Elimination of double taxation: Canada will allow German tax on German source income to be deducted from Canadian tax on that income, but the deduction cannot exceed the proportion of Canadian tax that the German income is to all income. Germany will not tax most Canadian source income that is taxed in Canada. Thus, Canadian source sabbatical salary, scholarships, fellowships and research grants that generally will continue to be taxed by Canada during the stay in Germany, will not be taxed by Germany. Interest, dividends, rent and other Canadian source income may be taxed by Germany, with a credit against German tax for Canadian taxes paid.

The new treaty follows the OECD Model almost word for word in the areas affecting teachers. (See earlier discussion). The two year teaching exemption has been removed.

5. India

Canada does not have an existing tax agreement with India but is in the process of negotiating one. It is expected that the treaty will generally follow the OECD Model and will not include the two year teaching exemption. Canadians visiting India will be taxed under Indian law alone until a treaty is signed and ratified.

Income tax is levied in India on the basis of residency in India. Also, tax is assessed on a taxation year from April 1 to March 31. The tax assessed in one year is based on residency tests and income arising in the prior year.

The current rules in India classify individuals broadly into three categories: resident; resident but not ordinarily resident; and non-resident.

Residence is determined on the basis of a person's physical residence in the year preceding the year of assessment. An individual is a resident in the previous year if he: (a) is in India for an aggregate period of 182 days or more during the previous year; or (b) satisfies the following two conditions: (i) maintains or causes to be maintained for him a dwelling place in India for an aggregate period of 182 days or more in the previous year; and (ii) is in India for 30 days or more in that year; or (c) during the four years preceding the previous year remained in India for an aggregate period of 365 days or more and is in India in that previous year for 60 days or more.

If he is a resident based on the above criteria but has not: (a) been resident in India in nine out of ten years preceding the accounting year; and (b) during the seven years preceding the accounting year been in India for a total period of 730 days or more; then, he is considered resident but not ordinarily resident.

While a resident (i.e., one who is also ordinarily resident) is taxable on all income of the previous year from whatever source both inside and outside of India, the taxable income of a 'resident and not ordinarily resident' for the previous year includes: (a) all income (other than agricultural income arising in India) which is received or deemed to be received in India during the accounting year; it therefore appears that foreign source income not remitted to India is not taxable in India. (b) income which, during the accounting year, accrued or arose outside India from a business controlled in India or which was brought into India or received by the taxpayer during the accounting year. This means that foreign income accruing or arising outside India shall not be taxable in this case unless it is derived from a business controlled in or a profession set up in India.

A non-resident's taxable income of a previous year includes only income from whatever source in India received or deemed to be received in that year by or on behalf of him or accruing or arising or is deemed to accrue or arise to him during the year.

The Income Tax Act in India has specific definitions for deemed income, salaries, benefits, and it also contains provisions for standard deductions for salaries, other specific exclusions, allowances and exemptions, as well as guidelines for determining chargeable income. Of specific interest to teachers abroad will be the following:

Salary — Salary income is taxable when paid or due, whichever may be earlier; i.e. all salary advances as well as salary in arrears and salary in which there is a vested interest even if not paid will be taxable.

Employment Benefits — Taxable benefits include rent-free accommodations, use of a car, and various other perquisites.

Exemptions — Certain income is exempt from taxation in India. This includes income of officials of foreign governments and embassies, foreign employees of a foreign philanthropic institution, certain non-resident and non-citizen technicians. Also exempt is:

(a) income for foreign employees serving a foreign enterprise temporarily in India. Remuneration received by a non-citizen as an employee of a foreign enterprise for services rendered by him during his stay in India is exempt if the following conditions are satisfied:

(i) the foreign enterprise is not engaged in any trade or business in India;

(ii) his stay in India does not exceed in the aggregate a period of 90 days in the previous year; and

(iii) such remuneration is not deducted from the income of the employer for India tax purposes.

(b) Leave travel concessions to citizens and passage money to non-citizens;

Passage money or free passage to an employee for himself, his spouse and children for travel to a home country on leave or on termination of service is not taxable. Also, passage for children of non-citizens returning to India on vacation from a foreign school is not taxable if paid as an employment benefit.

Notices of Objection and Appeals

When a taxpayer receives an income tax assessment with which he disagrees, he may serve a notice of objection within 90 days from the mailing date of the assessment. The notice should be made in duplicate on a prescribed form, which is obtainable from any district taxation office by a telephone request. The notice of objection should include a statement of the relevant facts and the reasons for objection and should be signed by the taxpayer.

The Appeals Division of Revenue Canada, Taxation will review the assessment and will contact the taxpayer and will either vacate, vary or confirm the assessment, and notify the taxpayer of its action by registered mail. If the taxpayer is not satisfied with this action he may, within 90 days from the mailing date of the notice, appeal to the Tax Court of Canada or, at a higher level, directly to the Federal Court. In either case the court will review the assessment and grant a hearing to the taxpayer or his representative, and then will either dismiss the appeal or allow it and vary or vacate the assessment. The taxpayer may be represented by himself or by a representative at either court, but at the Federal Court any representative other than the taxpayer himself must be a lawyer.

Final note

CAUT will entertain requests from local and provincial associations and members for funding of problems that raise new income tax questions, seek clarifications of current National Revenue practice and are of interest to employees in a university setting. An outline of any such problems and questions should be sent to: Robertson & Hill, 328 Frank Street, Ottawa, Ontario, K2P 0X8 or 1525 Lepine, St. Laurent, Quebec, H4L 4N9 with a copy to Richard Bellaire in the CAUT office. Robertson & Hill will advise CAUT on a regular basis of these problems and a decision on funding will be taken as quickly as possible in each case. Local and provincial associations will, then, be sent a copy of the comments and the decision on funding.

Although CAUT cannot pay for individual tax counselling or for tax inquiries of a routine nature (i.e., those that are dealt with in this Guide or other CAUT-sponsored publications) or for those questions which are unrelated to a university context, such questions can be referred to the Robertson & Hill Office. Individuals should identify themselves at Robertson & Hill as members of CAUT. Rates that CAUT has obtained for members are as follows:

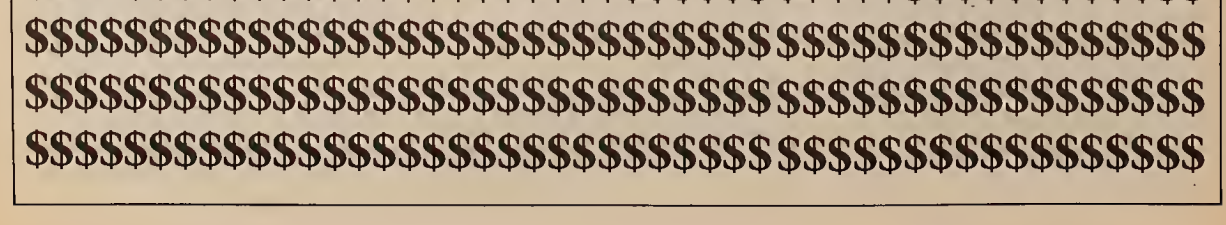
Partners — $120 per hour

Manager — $55 per hour

The first draft of this guide is a revision of the CAUT Guide prepared in the past by Charles Hebdon. Subsequent revisions were done by Touche Ross. The last two years' revisions were done by Robertson & Hill.

Reference to the Quebec Income Tax Act were added or amended by Professor James Drew of the Hautes Etudes Commerciales (Montreal).

The revision of the French version was done by Professor Drew.



Before seeking to establish non-resident status, a teacher should consider the combined effect upon his interests of both Canadian and foreign income taxes. Some of Canada's international tax agreements permit Canadians to do research in treaty countries free of foreign income tax on Canadian grants and sabbatical salaries. Some of the countries also exempt income derived from teaching within their borders. In some instances similar exemptions from Canadian income tax are extended by Canada to foreign nationals teaching or pursuing research here.

Some of the issues of consequence to Canadian who plan to go abroad are discussed in the following sections.

International Tax Treaties

Canada is currently engaged in extensive tax treaty negotiations and, in some instances, renegotiations.

As of April 15, 1983, Canada has ratified and proclaimed in force tax treaties with 32 countries: Australia, Austria, Barbados, Belgium, Denmark, Dominican Republic, Finland, France, West Germany, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Malaysia, Morocco, the Netherlands, New Zealand, Norway, Pakistan, Philippines, Romania, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Trinidad and Tobago, United Kingdom and United States. Revised or new treaties have been signed with these countries but will not be in force until ratified: Bangladesh, Cameroon, Liberia, Sri Lanka, Tunisia, United States and West Germany.

The basic purpose of these treaties is to avoid double taxation and prevent tax evasion. Invariably, a treaty will contain provisions that determine which of the contracting states will tax income from certain specific sources and in some instances, the rate of tax that will apply. International tax treaties are usually reciprocal in that they apply in reverse to the taxation of a Canadian by a foreign country and the taxation of a foreign person by Canada. Taxation by any country is first governed by the laws of that country. Where there is conflict between the local laws and an applicable treaty, the treaty provisions will modify the local laws.

Canadian tax credit for foreign taxes

A teacher who remains a resident of Canada for income tax purposes even though physically outside Canada will be taxed by Canada on his world income although the Canadian Income Tax Act gives him the right to deduct an amount from his Canadian taxes in respect of any foreign income taxes regardless of whether or not a tax treaty exists between the two countries. Generally speaking, the foreign tax credit allowed by Canada will be the foreign tax paid, or the Canadian tax allowable to the foreign income, whichever is the lesser. As a result, a teacher who retains Canadian residency will be taxed only once on the foreign-source income but at the higher of the Canadian and foreign tax rates.

Canadian Taxation of Sabbatical Salary

As discussed above, since 1980 Revenue Canada has taken a new stance on the taxation of Canadian residents who are abroad for less than two years. (IT-221R2). Even if a teacher successfully establishes that he is a non-resident of Canada while on a foreign sabbatical, Canada will still tax the sabbatical salary when it is paid from a Canadian university to the teacher. (Paragraph 115 (2) (c) «1093d»). An exemption from Canadian tax in paragraph 115 (2) (e) has been considered inapplicable by Revenue Canada on the basis that the teacher is not performing duties of employment when on sabbatical. (See also IT-161R3, Paragraph 3).

The O.E.C.D. Model Convention

For the most part, Canada's various tax agreements follow an internationally recognized form. A Model Convention for the avoidance of double taxation was adopted by the Organization for Economic Co-operation and Development (O.E.C.D.) at Paris on April 29, 1977. Canada is a member of O.E.C.D. and many of Canada's tax treaties, particularly those recently negotiated, follow this model.

The Model Convention contains the following articles which may be of interest to teachers and students.

Article 4: Resident — The laws of each Contracting State will determine the meaning to be attached to the term 'resident' for income tax purposes within that State. The term will not apply to a person who is liable to tax in a State only because he has income from sources in that State or capital situated therein.

In the event of a person being classed as a resident of both Contracting States, various criteria are stipulated to determine his resident status. These are, location of a permanent home, personal and economic relations, habitual abode and nationality. If these criteria are not decisive then the two States will settle the question by mutual agreement.

Article 14: Independent personal services — Income derived by a *resident* of State 'A' in respect of professional or other independent personal services shall be taxable only in State 'A' unless he has a fixed base regularly available to him in State 'B'. In the latter case, State 'B' may tax such income as is attributable to that fixed base. The term 'fixed base' is not defined in the model convention but Revenue Canada has offered the opinion that it may be described as a-centre of activity of a fixed or permanent character which should be regularly available to the person who is carrying out the activities. Furthermore, the person carrying on the activities should normally be in a position to exert a measure of control over the "fixed base". 'Professional services' include such activities as independent scientific, literary, artistic, educational or teaching activities as well as the independent activities of physicians and other "professionals".

Article 15: Dependent personal services — Salary or wages derived by a resident of State 'A' in respect of an employment shall be taxable only in State 'A' unless the employment is exercised in State 'B' in which case it may be taxed in State 'B' subject to the following conditions:

The employment income of a resident of State 'A' earned in State 'B' will be taxable only in State 'A' if:

a) the recipient is present in State 'B' for not more than 183 days in the fiscal year, and
b) the remuneration is paid by an employer who is not a resident of State 'B', and
c) the remuneration is not borne by a permanent establishment or fixed base which the employer has in State 'B'.

Article 19: Government service — Salaries paid to residents by State 'A' present in State 'B' for the purpose of performing services in discharge of government functions shall be taxable only in State 'A'. Where such services are rendered by nationals of State 'B' or by persons who did not become residents of State 'B' solely for the purpose of rendering the services, the salary will be taxed only in State 'B'.

Article 20: Students — A student resident of State 'A' who visits State 'B' to study will not be taxed by State 'B' on maintenance funds received from sources outside State 'B' regardless of whether he remains a resident of State 'A' or becomes a non-resident.

General provisions

International treaties permit a taxing state to apply its own taxation laws and residency requirements as long as they do not conflict with the treaty. This may give rise to complications because of the differences which prevail between contracting states, placing an onus upon visitors to acquire some understanding of the local income tax laws and practices. However, where the OECD model is followed, the practical implications are that a teacher or student visiting a treaty country to carry on research or study will not be taxed in that country upon sabbatical salary or maintenance funds received from outside sources during his visit. On the other hand, a teacher or student could be taxed in that country on salary or wages earned therein, subject to the exceptions of Article 15. Also, where the OECD model is followed, Canadian source research grants, scholarships and fellowships received in a foreign country by the Canadian on sabbatical should not be taxed in the foreign country, although they will be taxed by Canada (because the taxpayer is still considered resident in Canada or pursuant to paragraphs 115 (2) (b) and (b.1) «1093 (b) and (c)»). Canadian source interest, dividends and royalties should similarly be non-taxable in the foreign country but taxable in Canada. Other types of income may or may not be taxed depending on the local laws and the terms of the applicable treaty.

Special exemption for teaching remuneration

The Model Convention no longer contains the provision by which one state will permit residents of another state to teach within its borders for a period of two years free of tax on their teaching income. The Department of Finance has declared that this privilege will not be included in any new tax treaties nor in any renegotiation of existing treaties.

As of September 9, 1982 this reciprocal exemption still prevails only in Canada's treaties with 11 countries: Denmark, Finland, Germany, Ireland, Japan, the Netherlands, Norway, South Africa, Sweden, Trinidad and Tobago, and the United States.

Teachers visiting Canada from the foregoing countries *will* be subject to withholding at source on teaching income and deductions for Canada Pension Plan and must file income tax returns. If, and when, a teacher's temporary stay in Canada is terminated he may apply for a refund of taxes paid on his teaching income and his Canada Pension Plan contributions, providing he meets the exemption of the applicable treaty. Because of the particular wording of the tax treaties involved, visitors from United States, Australia and Finland may remain beyond the two-year limit and still qualify for the exemption as long as they teach for no longer than two years. (IT-68R, paragraph 3). Tax cases heard since IT-68R was issued in 1975 throw doubt on the statement that teaching cannot be carried on for longer than two years.

Residents of treaty countries teaching in Canada

A professor from a treaty country who is teaching in Canada should take note of his position with regard to income taxes in his homeland as well as his Canadian situation. These international agreements may provide exemption from Canadian tax on the teaching income of residents of the contracting states but may not absolve such individuals from liability for income taxes at home.

Canadian residents teaching in treaty countries

The agreements with the eleven countries mentioned above, permit Canadians to teach temporarily in their territories for a period up to two years free of domestic taxes upon their teaching income. Professors planning to teach in any of these countries should enquire as to whether they can be exempted from withholding taxes, and should make arrangements to apply for exemptions, where applicable.

The Canadian should bear in mind that the agreement exempts him from income tax only in the foreign country and not necessarily in Canada. If he remains a resident of Canada he will be subject to Canadian income tax on his world income. However, if he becomes a non-resident, he will not be taxable by Canada on income from sources outside Canada. Whether he may remain tax-exempt in the treaty country after he becomes a non-resident of Canada will depend upon the particular agreement of the country in question and its interpretation by local tax authorities. The situation should certainly be investigated by the Canadian teacher before making any commitments. He should also keep in mind that it is only a matter of time before the reciprocal two-year exemptions will be eliminated from all Canadian international tax treaties and possibly with retroactive consequences.

Foreign Taxation

1. The United States

If a Canadian professor takes his sabbatical leave in the United States and spends a period of ten months, a year or fifteen months there with the intention of returning to Canada, the U.S. Internal Revenue Service would normally regard him as a non-resident alien. He is so classified because he is regarded as 'one who comes to the United States for a definite purpose which in its nature may be promptly accomplished, his income tax liability is limited to income from sources in the United States. If this income is "effectively connected with the conduct of a trade or business" in the U.S., it is taxable, after allowable deductions, at a graduated rate. Salary earned in the U.S. would constitute effectively connected income. All U.S. sources of income which are not effectively connected are subject to a flat U.S. rate of 30%, in general, which is reduced to 15% or less by the U.S.-Canada tax treaty.

A professor who plans to take his sabbatical leave in the United States will probably qualify as a student ("F" visas) or as an educational or cultural exchange visitor ("J" visas) and as a non-resident alien of the United States. In these categories he may exclude from income subject to U.S. tax the sabbatical salary paid to him by his Canadian university. Otherwise, remuneration for services performed in the U.S.A. will normally be subject to U.S. tax even though the employer is outside the U.S.

It is pertinent to note that if a person is a candidate for a degree at an American university, all amounts received as a scholarship or fellowship grant may be excluded from income for U.S. tax purposes regardless of whether the source is from within or outside the United States. However, any pprtion of the grant which represents compensation for teaching, research or other employment required as a condition of receiving the grant must be included in income unless all degree candidates must perform similar services. If a person is not a candidate for a degree, then a scholarship or fellowship grant in the U.S. is taxable to the extent it exceeds $300 per month multiplied by the number of months for which the grant has been received during the year. The $300 monthly exclusion from income is available only if the grant is made by a foreign government, a non-profit organization that is exempt from U.S. income tax, by the government of the U.S., or one of its agencies, or a state government, or by an international organization or a binational or multinational educational and cultural organization under the Mutual Educational and Cultural Exchange Act of 1961. The exclusion is limited to a total of 36 months, which need not be consecutive, thereafter the entire amount of the scholarship or fellowship grant is subject to U.S. income tax.

Overriding rules

The above rules contained in U.S. Legislation are subject to overriding rules in the Canadian-U.S. Tax Convention.

Provisions of the new treaty which was ratified in 1984 of interest to teachers (which are unlikely to change materially):

Article IV: Residence — follows closely Article 4 of the OECD Model Convention. In the case of dual residency, the provisions of the treaty must be referred to.

Article XIV: Independent Personal Services — will be taxed in the country of residency only, unless attributed to a fixed base regularly available in the other country.

Article XV: Dependent Personal Services — will be taxed only in the country of residence unless attributable to services performed in the other country. In any case a Canadian resident (and vice versa for a U.S. resident) will not be taxed on remuneration for services performed in the U.S. if either:

a. the remuneration is not more than $10,000 (U.S.) or
b. he is not in the U.S. for more than 183 days in the year and the remuneration is not borne by an employer resident in the U.S. or by a foreign employer's business in the U.S.

Article XIX: Government Service — A Canadian citizen will not be taxed in the U.S. on remuneration for services of a governmental nature if paid by Canada or by a province or local authority of Canada. This does not apply if the government is actually carrying on a business in the U.S.

Article XX: Students — see Article 20 of the OECD Model Convention.

NOTE: Various provisions of this treaty come into effect over time. You should check which provisions cover your situation.

2. The United Kingdom

The new tax treaty between Canada and the United Kingdom entered into force on December 17, 1980. This new treaty substantially follows the OECD Model Convention. Some of the Articles have consequences retroactive to 1976, but this does not affect any of the Articles outlined below.

Article XIV — Professional services: (See Article 14 of the Model Convention above). Income earned in the U.K. by a *resident* of Canada under a non-employment type of contract shall be taxed in Canada unless the visitor has a fixed base in the U.K. If such incomes should be taxed by the U.K. the individual may then claim a foreign tax credit from this Canadian tax. If the U.K. rate of tax is higher than the corresponding Canadian rate then only the lesser of the two rates will be allowed as a credit by Canada. If the visitor becomes a *non-resident* of Canada he shall not be taxed on his U.K. source income by Canada but will possibly be taxed thereon by the U.K.

Article XV — Dependent personal services: (See Article 15 of the Model Convention above). If the employment is exercised in the U.K. by a resident of Canada, it may be taxed in the U.K. However, salary from the U.K. employment shall continue to be taxed only in Canada if the following conditions prevail:

a) the recipient is present in the U.K. for not more than 183 days during the calendar year, and,
b) the remuneration is paid by or on behalf of an employer who is not a resident of the U.K., and
c) the remuneration is not deducted from the profits of a permanent establishment or fixed base which the employer has in the U.K.

Article XVIII — Government service: (See Article 19 of the Model Convention above). Salary paid by Canada to an individual present in the U.K. solely for the purpose of performing services in the U.K. in discharge of a government function shall be taxable only in Canada.

Article XIX — Students: The provisions of Article 20 of the Model Convention apply (see above).

3. France

France levies an income tax on the world income of individuals who are deemed to be "domiciled" (resident) in France. A person is "domiciled" for French purposes if he has his home or principal place of abode in France. The "home" will be where his family normally lives and his principal place of abode will probably be in France if he is there for more than 183 days in a tax year.

Sabbatical leaves

Only the Canadian income tax aspects of sabbatical leave allowances will be dealt with in this section of the Tax Guide. A professor on a sabbatical or leave of absence in a foreign country must consider the income tax implications of the foreign jurisdiction as well as those of Canada. Some of the foreign tax problems will be described in later sections of the Guide.

On February 25, 1983 Revenue Canada, Taxation issued IT-221R2 dealing with residency. The bulletin is applicable to individuals leaving Canada after May 26, 1980. It will not apply to an individual leaving Canada after that date to fulfill a written contract entered into by his employer prior to July 24, 1979 to provide services outside Canada. The effect of IT-221R2 on teachers is that where a teacher is absent from Canada for less than 2 years, he will be presumed to have retained his residence status while abroad, unless he can clearly establish that he severed all residential ties on leaving Canada, and if there is no evidence that his return to Canada was foreseen at the time of his departure (i.e., by way of employment contract). IT-221R2 outlines the primary residentialties of an individual to be his dwelling place(s), his spouse and his dependants and personal property and social ties:

Dwelling Place. "An individual who leaves Canada, but ensures that a dwelling place suitable for year-round occupancy is kept available in Canada for his occupation by maintaining it (vacant or otherwise), by leasing it an non-arm's length, or by leasing it at arm's length with the right to terminate the lease on short notice (less than 3 months) will generally not be considered to have severed his residential ties within Canada."

Spouse and Dependants. "If a married individual leaves Canada, but his spouse or dependants remain in Canada, the individual will generally be considered to remain a resident of Canada during his absence."

Personal Property and Social Ties. "An individual who leaves Canada and becomes a non-resident will not retain any residential ties in the form of personal property (e.g. furniture, clothing, automobile, bank accounts, credit cards, etc...) or social ties (e.g. resident club memberships, etc...) within Canada after his departure."

Other Residential Ties. Other ties that may be relevant are the retention of:

a) provincial hospitalization and medical insurance coverage;
b) a seasonal residence in Canada;
c) professional or other memberships in Canada (on a resident basis); and
d) family allowance payments.

Overseas employment exemption

Employees of Canadian employers, working overseas in prescribed countries for more than six consecutive months, may be partially exempt from tax. Since 1984, an employee may be granted an income-tax reduction equal to 80% of his overseas remuneration. This credit is based on maximum annual remuneration of $80,000, prorated if the employment period is less than a year. This applies to persons working on construction, installation, agricultural or engineering projects, in resource exploration and development, or other prescribed activities. Subject to the publication of the regulations outlining these prescribed activities, teachers employed by universities and working abroad would appear not to be exempted under this provision. For purposes of Quebec income tax the eligible person will be totally exempt after residing one year abroad. If the stay is less than a year, there will be a deduction proportional to the number of completed months worked abroad.

Research expenses

A university teacher who plans to carry on research during sabbatical leave should arrange his affairs so as to avoid payment of income taxes on sums used to defray research expenses. Such arrangements will be related to residency status, as determined by the new guidelines in IT-221R2 as discussed above.

Sabbaticals — Residents of Canada — If a professor on sabbatical leave remains a resident of Canada for income tax purposes it does not matter whether he actually stays in Canada or emigrates temporarily to a foreign country. In either case, he will be taxed by Canada on his world income. If he is obliged to pay foreign income taxes on any part of his world income, Canada will normally permit a foreign tax credit for all or part of the foreign tax. As has been pointed out under "Research Grants" above, the teacher may deduct eligible expenses only from research grants and not from employment income. Therefore, he should make certain that he receives sufficient sabbatical income in the form of research grants to cover his research expenses.

Sabbaticals — Non-residents of Canada — Non-residents are subject to Canadian income tax only on income received from sources within Canada. For most teachers the three main classes of Canadian source income are: (a) sabbatical salaries, business or professional income, research grants, fellowships, family allowances, etc., (b) investment income and (c) rental income. A taxpayer must file an individual income tax return in respect of the income included in class (a) above, (IT-75R2, paragraph 35), and until 1981 was allowed personal exemptions accorded to residents in the ratio of his Canadian income to his world income (IT-171, paragraph 4). However, for 1982 and subsequent years non-residents are allowed to claim such personal exemptions only where substantially all of their income for the year from all sources is income from employment in Canada, a business carried on in Canada, or Canadian scholarship and research grants. Subparagraph 115 (2) (e) (i) however provides exemption in certain circumstances where Canadian-source office or employment income is received by an individual who had previously become a non-resident of Canada in a previous year if:

a) the work is performed outside Canada, and
b) such income is either subject to income or profits tax in another country or is paid in connection with the selling of property or negotiating of contracts in the ordinary course of a business carried on by his employer. A discussion of the tax treatment of non-resident investment and rental income, (b) and (c) above, will follow. Research grants and other income from foreign sources are not taxable in Canada and, consequently, no precautions to avoid Canadian taxation of such income are necessary.

Leaves of absence taken abroad

Sometimes professors accept teaching or other assignments in foreign countries under which most of their income will be from sources outside Canada. If the teacher remains a resident of Canada for tax purposes he must declare and pay tax on his world income. If he establishes non-resident status he is then taxable in Canada only upon income from sources within Canada. He may, however, become taxable on part or all of his world income in his new country of residence.

Before jumping to conclusions regarding the advantages and disadvantages of non-resident status the taxpayer must consider his tax position in the foreign country as well as in Canada. A resident of Canada is entitled to a credit for income taxes paid to foreign countries. This credit will generally be the lesser of the foreign tax paid and the Canadian income tax otherwise appliecable to the foreign income. This deduction is available only to residents of Canada and could not be claimed by a non-resident paying tax pursuant to Section 115 «1087-1094». A taxpayer who plans to abandon temporarily his Canadian residency should consider his rights to claim a tax credit for Canadian income taxes under the tax laws of his new country of residence. This will become an issue only if the foreign country taxes visiting professors.

In some cases a foreign leave will be financed by a grant from a foundation based outside Canada. The funds may be channelled through a Canadian university and will be used to defray travelling expenses and to continue the professor's salary. If the teacher establishes non-resident status then the "source" of the funds used to pay his salary becomes critical. If the grants were paid directly to a non-resident teacher by a non-resident foundation they would not be subject to Canadian income tax. On the other hand, Revenue Canada maintains that where such funds are directed through a Canadian university they do constitute taxable income.

Canadian investment income of non-residents

With a few minor exceptions, dividends, interest, rents, royalties and other passive income interest, payable to non-residents from sources within Canada are subject to withholding tax. The rates may be 5%, 10%, 15%, 20% or 25% depending upon the nature of the income and the provisions of any relevant international tax treaties.

The taxpayer may give notice of his non-residency to companies, banks, and other institutions that pay him such income and direct them to withhold the tax and remit it to his District Taxation Office. Perhaps a more practical arrangement is to select an agent who will receive all his investment income and account to the Tax Office for the withholding tax. Many banks, trust companies and stock brokerage firms are familiar with the various rates of tax and the remittance procedures and will perform this service for their customers.

Canadian departure tax

Persons giving up Canadian residency should be aware that they may be subject to tax on capital gains on certain investments and other capital properties which they will be deemed to have disposed of immediately prior to departing from Canada (Subsection 48 (1) «242-247»). Exemptions and elective provisions exist and should be investigated.

Canadian rental income

Non-residents

If a non-resident owns his home and rents it during his absence from Canada, the rental income is subject to tax which may be paid in accordance with the following alternative procedures.

1(a) The taxpayer may arrange with an agent, or his tenant, to withhold and remit 25% (or 15%, if reduced by treaty) of the gross rents and may permit such remittances to constitute a complete discharge of his liability for income taxes on his rental income. (Paragraph 212 (1) (d). (The Quebec Taxation Act does not levy a withholding tax on payments to non-residents).

1(b) The non-resident may elect under Section 216 to pay tax on his net rental income at marginal rates applicable to residents but without personal exemptions for himself or dependants. He may exercise this option at any time within two years of the end of each taxation year in which the rents were received. The marginal rates for the taxation year will be applied to net income after deduction of all relevant expenses such as realty taxes, repairs, insurance, mortgage interest, agent's fees, capital cost allowances on furnishings, etc. If the tax on net income after deduction of expenses proves to be less than the 15% or 25% already withheld from the gross rents, then a refund of the excess may be claimed.

Capital cost allowances (depreciation) should not be claimed on the residence since they will only be recaptured upon reoccupation and they will also render the property subject to capital gains tax. Capital cost allowances on furniture and equipment may safely be deducted from rents if the owner is confident that depreciation in the amount being claimed will actually occur during the rental period. The rate is 20% and is applied to the fair market value of the furnishings at the time they were converted from personal use to rental property. At the close of each year the capital cost allowance (depreciation) will be 20% of the residual balance. (See example of capital cost allowance claim on furnishings and equipment under the heading of "Business or professional fee income" above).

For example, suppose a teacher rented his residence containing furnishings valued at $10,000 on September 1, 1983 under a lease running from September 1, 1983 to August 31, 1984. He would be entitled to claim capital allowance of $1,000 (1/2 of 20% of $10,000 from rental income received during the period of September 1, 1983 to December 31, 1983. The 1/2 rule applies because the furnishings were converted from personal use to rental property after November 12, 1981. The conversion is deemed to have occurred on the change of use. However, if the fair market value of the furnishings on August 31, 1984 turns out to be greater than $9,000 ($10,000 minus capital cost allowance of $1,000), then any excess of market value over $9,000 will be recuperated in 1984. If the fair market value should exceed $10,000 then taxable capital gains would also apply in 1984. The teacher will be entitled to no capital cost allowance for 1984 in any event since property was not in use as a business asset on December 31, 1984.

The above example assumes that the teacher had a cash profit of at least $1,000 during the period from September 1, 1983 to December 31, 1983. A loss cannot be created by claiming CCA on either furnishings or the building in most cases.

It is possible that there could be a substantial deterioration in the value of furniture over the period of a lease. This could well result in a reduction in the fair market value in excess of the capital cost allowance claimed. This "terminal loss" will serve to reduce taxable income in the year from any source.

Also, subsection 45 (2) «284» allows the taxpayer to elect that no change in use has occurred in the conversion of property from one purpose to another. By so doing, even though the taxpayer will not be able to claim the house as a principal residence in his years of non-residency, he will be able to defer any capital gains triggered when his rental property is eventually reconverted to be a personal use of property (see subsequent discussion on "Election under subsection 45 (2) «284»" for further detail).

2. As an alternative to the procedure described above the non-resident may elect to file Revenue Canada, Taxation form NR6 which is a joint undertaking by the non-resident and his agent to file an income tax return within six months after the end of the year. Under such an arrangement the agent is required to withhold and remit 25% (or 15%) of the estimated *net* amounts of rental income before deducting capital cost allowance which became available to the non-resident. Then, when the income tax return is filed, the balance of the income tax owing, if any, must be paid, or a refund claimed if there has been an over-payment. A separate undertaking is required for each taxation year. (Subsection 216 (4)).

Canadian rental income of residents

An individual who remains a resident of Canada regardless of the fact that he may emigrate temporarily to a foreign country must pay tax on his world income including the net rental income of his home, if applicable. (See Schedule number 7 of the 1983 Individual Income Tax Return).

Election under subsection 45 (2) «284»

When a residence is rented (or used in a business) and thus converted to an income-producing property, the taxpayer is deemed by subsection 45 (1) «281» to have disposed of the property at its fair market value. Normally, this causes no problem as any resulting gain is usually exempt from tax on the basis that the house was the taxpayer's principal residence. (Subsection 45 (1) «281» also deems the taxpayer to have reacquired the property — both land and building — at that fair market value, and the taxpayer may thus claim capital cost allowance on the deemed reacquisition cost of the residence building). However, the taxpayer may elect under subsection 45 (2) «284» to be deemed not to have commenced to use his property for the purpose of producing income, and where such election is made there is no deemed disposition and reacquisition; also at the time of moving back into the house there will not be a deemed disposition and reacquisition as would normally occur. If the 45 (2) «284» election is not made, any increase in value during the rental period will be taxed because of the deemed acquisition and disposal at fair values at the beginning and end of the rental period. The 45 (2) election should be filed with the return for the year during which the initial change occurred. Revenue Canada will however accept a late filing of the election under certain circumstances.

During the years when an election is in force, the owner may designate the residence to be his principal residence, but not for more than four years (except where section 54.1 «286» applies as discussed in the following paragraph), even though he did not "ordinarily inhabit" the property during those years. This rule applies, for example, to an individual who moves out of his residence with the intention of returning to it at a later date and in the meantime uses it for the purpose of earning rental income. In these cases, the individual must be taxed as a resident, or deemed to be resident in Canada by subsection 250 (1) «8» during the years the property was rented to be able to designate the property as a principal residence for those years. During the period covered by the election under subsection 45 (2) «284», all rent income (net of applicable expense *except capital cost allowance*) is subject to tax.

Section 54.1 «286» removes the four-year limitation referred to in the preceding paragraph for taxation years which are covered by the election under subsection 45 (2) «284» in certain instances where the employee has moved as a result of his employer wishing him to work at another loeation.

A pamphlet entitled "Capital Gains and Valuation Day" is available from Revenue Canada, Taxation.

Summary of advantages of non-resident status

As discussed above, a teacher on sabbatieal or temporary leave of absence in a foreign country will probably still be considered to be a resident of Canada; however, the following advantages of achieving non-resident status should be considered by those individuals who feel that they meet the criteria outlined in IT-221R2:

(a) Income received by non-residents from sources outside Canada is not subject to Canadian income tax.
(b) Withholding tax is applied to investment income paid or credited to non-residents at rates likely to be lower than the marginal rates imposed upon residents.
(c) Net rental income will probably be taxed at lower rates to non-residents than to residents.
(d) Some non-residents (for example, residents of U.S.A.) may de-register Canadian registered retirement savings plans at a lower income tax rate than that applied to residents.
(e) Upon becoming non-resident a taxpayer acquires certain options regarding capital gains on his investments which, if judiciously selected, may result in less capital gains tax than he would pay as a resident.

Capital cost allowance on furniture and equipment may safely be deducted if the owner is confident that depreciation in the amount being claimed will actually occur during the period of business use. The rate under Class 8 is 20% and is applied to the fair market value at the time they were converted from personal to business use or to cost if acquired directly for business purposes. At the close of each year the capital cost allowance (depreciation) will be deducted from the capital value of the assets and the depreciation claim for the following year will be 20% of the residual balance which is described as the "undepreciated capital cost". (See example below). Property acquired during the year is eligible for only one-half the normal rate applicable to the particular capital cost allowance class in the year of acquisition.

Automobile expenses

Travelling expenses frequently include the costs of owning and operating an automobile which is used partly for business and partly for pleasure. A claim for the expenses requires some record of the total costs and of the portion reasonably alloeable to business use. If requested, the taxpayer should be prepared to satisfy the Tax Department that he is entitled to the expenses claimed. He should be able to produce vouchers for the listed automobile expenses and to support both the total kilometres and the business kilometres travelled during the year. Therefore, it is a good idea to use credit cards as much as possible rather than cash and to keep receipts. Note that business use does not include travelling to and from work but only travelling in the course of carrying on the business, including *out-of-town* business trips. If a taxpayer's business office is in his house he may claim the costs of travelling between his office and the premises of his clients.

Operating expenses will include gasoline, oil, repairs, supplies, tires, parking, carwash, licence, finance costs and insurance.

Subject to the half-year rule mentioned above, capital cost allowance may be claimed at the rate of 30% of the undepreciated capital cost of the assets in the class, being the original cost less accumulated depreciation. In Quebec, the costs of depreciation are limited to 1/5 of the depreciation to which the contributor would have right if he used his automobile solely for business affairs. The rate of depreciation will then generally be reduced to 6%. Finally, in Quebec the maximum eligible capital cost is $12,000, for automobiles acquired on or before May 22, 1984, and the maximum eligible capital cost is $16,000, for automobiles acquired after May 22, 1984.

A travel record should be kept and the cost per kilometre determined by dividing the total cost by the total kilometres. This unit cost may then be applied to the number of kilometres travelled on business:

If the taxpayer has traded in his car during the year he must add the purchase price of the new one to the undepreciated residue or undepreciated capital cost of the old car. For the purposes of calculating the capital cost allowance in the year of acquisition, the taxpayer would first calculate the capital cost allowance on the undepreciated balance at the beginning of the year, and add it to the calculation of capital cost allowance on one-half the cost of acquisition less the proceeds of disposition in the year.

If there were no acquisitions in the subsequent year, capital cost allowance would be calculated in the normal manner on the full undepreciated capital cost at the end of the taxation year.

An example may clarify:

Car purchased in 1981 for	$10,000
Capital cost allowance for 1981 — 30% of $10,000	3,000
Undepreciated capital cost — December 31, 1981	7,000
Capital cost allowance for 1982 — 30% of $7,000	2,100
Undepreciated capital cost — December 31, 1982	4,900
Capital cost allowance for 1983 — 30% of $4,900	1,470
Undepreciated capital cost — December 31, 1983	3,430

In 1984 the taxpayer traded this car in for a new one priced at $12,000. He paid $5,000 in cash and received a trade-in allowance of $4,000. The new capital cost allowance is determined by setting up notional separate classes for both the old and the new cars, as follows:

1st Car	
Capital cost allowances for 1984 — 30% of $3,430	$ 1,029
2nd Car	
Capital cost allowance for 1984 — 30% of ($12,000 - 4,000) / 2	1,200
	2,229

The undepreciated capital cost at the beginning of 1985 would be $9,201 (3,430 plus 12,000, less 4,000, less 2,229).

His statement of automobile expenses for 1984 might comprise the following:

Operating expenses	
Gasoline	$2,000
Car wash	45
Parking	40
Repairs	150
Licence	45
Insurance	400
Finance charges	300
	$2,980
Capital cost allowance	2,229
Total	5,209
Kilometres travelled	
Old car — odometer reading when sold	64,000
— odometer reading January 1, 1984	53,000
Kilometres — old car	11,000
New car — odometer reading December 31, 1984	9,700
Total kilometres — both cars for year	20,700
Cost per kilometre — 23 cents (4,778 ÷ 20,700)	
Total business use of automobile for the year	3,000 km
Automobile expense claim — 3,000 x 23	$690

For Quebec income tax special rules apply for automobiles used for personal and for business purposes, as follows:

a) registration, driver's licence and insurance costs are not deductible.

b) beginning in 1984, interest on a loan made to purchase an automobile is deductible only to the extent of the lesser of $500 or 20% of the interest expenses.

c) repairs, maintenance and fuel costs are deductible only to the extent that the business portion thereof exceeds $100 per month of operation.

d) the maximum capital cost on which capital cost allowance may be calculated is $12,000, or, for an automobile acquired after May 22, 1984, $16,000.

Business or professional fee income

Taxpayers must file a statement of business income and expenses, if applicable, with their income tax returns. For this purpose Form T2032 — Statement of Income and Expenses — is available from any District Taxation Office. The statement may cover a taxation year ending on December 31 or any other fiscal period which has been properly adopted by the taxpayer. (See "Fiscal Year" below).

The following statement is a typical example:

Income Statement for the Year Ending December 31	
Income — professional fees earned	$4,000
Expenses	
Office (see statement below)	$460
Stationery and supplies	50
Books and periodicals	200
Professional society fees	60
Automobile (see above)	480
Capital cost allowance — furnishings	480
Total	$1,730
Net professional income	$2,270

Statement of office expenses	
Realty taxes	$1,000
Interest on mortgage	1,600
Insurance	200
Heat	600
Telephone	150
Water	75
Light	55
Total	$3,680
One-eighth	$460

(Assuming that the office occupies one room of average size in an eight-room house).

Statement of capital cost allowance — furnishings and equipment	
Class 8 — 20%	
Undepreciated capital cost January 1, 1984	$2,000
Purchase — electric typewriter	850
	2,850
Less proceeds of disposal of old typewriter	50
December 31, 1984	2,800
Capital cost allowance for preceding year	
—20% of 2,000	$400
—20% of (850 - 50) / 2	80
	$480

Capital cost allowance has been deducted only in respect of furniture and equipment. No allowance has been claimed on the office portion of the residential building so as to avoid the possibility of recapture of depreciation and taxable capital gains when the property is sold or converted to personal use.

Personal Service Corporations

In the past, executives and highly paid employees have attempted to reduce their personal tax burden by interjecting a corporation between themselves and the persons to whom they provided personal services. Frequently, this corporation was used to split the executive's or employee's income among his family members.

Such corporations now pay a federal tax of 46% less a 10% abatement, plus provincial tax which varies from 10% to 16%, for an overall rate of 46% to 52%.

To ensure that individuals who use such corporations do not retain any undue advantage through the corporation, the only deductions allowed to the corporations are the wages, salaries and other employment benefits paid to these incorporated individuals.

Fiscal Year

If a taxpayer carries on a business he may adopt a fiscal year for reporting business income which may not coincide with the calendar year and which may result in a deferment of income tax payments. For instance, suppose the fiscal year of an unincorporated business ends on January 31, 1984. The income for the twelve months ending January 31, 1984 will not be reported by the taxpayer until he files his 1984 income tax return, in spite of the fact that 11/12ths of the business income was earned in 1983. Once a fiscal year has been established it may not be changed without approval of Revenue Canada, Taxation. (Subsection 248 (1) "Fiscal period"

Accounting for professional income

The taxpayer must declare all professional income in the year in which it becomes receivable regardless of whether or not it is actually received. An account for services rendered will be deemed to have become receivable on the date when the bill for services is presented; the date when the bill would have been presented if there were no delay in presenting it; or the date when payment is received; whichever is earliest, (Section 34 «215-216»). In certain circumstances, an offsetting deduction may be claimed against receivables as a reserve against doubtful or bad debts or for goods or services still to be rendered in the future. (Paragraphs 20 (1) (l) (m) and (n) «140, 150, 152»).

Scholarships, fellowships, bursaries, prizes and research grants

The Income Tax Act does not define the terms "fellowship", "bursary", "scholarship", "prize" and "research grant". However, Interpretation Bulletin IT-75R2 contains the Department's descriptions of these awards and its view of their treatment under the Act. The name applied to any specific grant may not be indicative of its true nature. For instance, in some circumstances an award bearing the title "fellowship" may be classified as a "research grant" for tax purposes. (IT-75R2, paragraph 17).

Scholarships, fellowships, bursaries and prizes

Paragraph 56 (1) (n) «312g» requires that the total of all amounts *received* during a year in respect of any or all of the above in excess of $500 must be included in income. Where a grantee receives payments of $500 or more in two successive calendar years, the $500 deduction may be claimed in each year resulting in a total deduction of $1,000. It may, therefore, be advantageous to ask the granting agency to pay these awards over two or more calendar years. Teachers and students are reminded that in some situations both moving and child care expenses may be deducted from these types of grants. (Sections 62 and 63 «347-356»).

Research grants

As mentioned above, the aggregate of the bursary type awards received in a year is eligible only for the $500 deduction. (Paragraph 56 (1) (n) «312g») (IT-75R2, paragraph 1). In contrast, awards deemed to be research grants for tax purposes must be declared as income to the extent that they exceed allowable research expenses, (Paragraph 56 (1) (o) «312h» and the $500 exemption is not applicable in this case. Personal or living expenses such as meals and lodging are normally not allowable, but may be deducted when they become part of travelling expenses incurred in carrying on the work away from home.

Revenue Canada, Taxation has now expressed its view of what can be considered a research grant. If the primary purpose of the grant is to enable the recipient to further his education/training, then the grant will be considered a fellowship and the expenses not deductible. If, on the other hand, the primary purpose of the grant is to enable the recipient to carry out research for the sake of a novel proposition, then it will be considered a research grant. IT-75R2 also states that where there are two purposes as long as the primary purpose is for research (as explained above) then the grant will be treated as a research grant. Where it is difficult to establish a primary purpose, Revenue Canada, Taxation's policy will be to leave the determination of the primary purpose to the grantor — the university.

A researcher is entitled to claim his expenses of travelling (a) between his home and the place at which he temporarily resides while engaged in the research work; (b) from one temporary location to another; and (c) on field trips connected with his work. (IT-75R2, paragraph 29). The Department has taken the position that a taxpayer may not claim the travelling expenses of his spouse and children. However, this condition has not been uniformly applied by Revenue Canada, with the result that many taxpayers have been allowed to deduct the full family travelling expenses to and from the scene of research. Since it is unreasonable to expect a sabbaticant to leave his wife and family at home for extended periods of time, their travelling expenses are arguably a cost of carrying on the research and researchers may wish to include such costs in the claim, realizing they may not be allowed. Sabbaticants on leave within Canada should explore the possibility of their right to deduct moving and child care expenses. Hotel expenses while seeking a more permanent abode should be included as well as any other expenses directly associated with the project, such as the cost of research assistance, typing, photocopying, preparation and publication of reports and other relevant expenses, other than personal or living expenses. Expenditures of a capital nature may be claimed. (IT-75R2, paragraph 31).

Receipts for research expenses are not required to be filed with the taxpayer's income tax return. However, since an accounting may be demanded at any time, the researcher should keep a diary of all of his eligible expenses supported by receipts where practical.

Normally, expenses incurred in a year prior or subsequent to the receipt of a research grant are still deductible therefrom. An exception pertains to expenses arising in the year prior to the receipt of the grant and before notification that the grant has been awarded. In this particular circumstance the expenses may not be carried forward. (IT-75R2, paragraph 30).

Although eligible research expenses may be deducted from a research grant they are not deductible from sabbatical salary nor from a fellowship, unless, of course, the fellowship is deemed to be a research grant. For instance, a Canada Council Doctoral Fellowship will not qualify as a research grant and is eligible only for the deduction of $500 in any taxation year regardless of the amount of research expenses actually incurred. Nor may any portion of such expenses be deducted from sabbatical salary.

Notwithstanding the above, the teacher may avoid an income tax assessment on funds used to defray research expenses by applying to his university for a research grant in lieu of all or part of his salary. Only the amount of the grant in excess of eligible research expenses will be taxed. This practice has been approved by Revenue Canada and all universities are familiar with the necessary procedures which should be completed in advance of the start of the sabbatical leave. (See 'Sabbatical leaves' below).

It may be noted that the recipient of both a fellowship and a research grant may deduct $500 (or $1,000 if receipts span two calendar years, from his fellowship, as well as the total amount of his research expenses from his research grant.

c) *teacher's exchange fund* — a single amount in respect of all employments of the taxpayer as a teacher, not exceeding $250 paid by him in the year to a fund established by the Canadian Education Association for the benefit of teachers from Commonwealth countries present in Canada under a teachers' exchange arrangement. (Paragraph 8 (1) (d) «79»).

d) *travelling expenses* — incurred by an employee.

i) who is ordinarily required to carry on the duties of his employment away from his employer's place of business or in different places, and;

ii) who has a contractual obligation to pay travelling expenses in the performance of his duties and for which he is not reimbursed by a travel allowance.

Relevant situations might arise where a teacher participates in an exchange programme or is required to commute between two campuses of the same university or employer at his own expense (Paragraph 8 (1) (h) «63»). Expenses incurred for travelling from home to the place of employment are however not deductible.

If the use of an automobile is involved, interest and capital cost allowances (depreciation) may be included in the travelling expense. (Paragraph 8 (1) (j) «64»). (IT-272R) (See "Automobile Expenses" below).

In Quebec the interest paid on a loan, made for the purchase of an automobile is deductible starting in 1984. The deduction is the lesser of 20% of the interest paid on the loan or $500.

e) *dues and other expenses of performing duties.*

i) dues for membership in professional societies are not deductible from employment income unless the payment of the dues is necessary to maintain a professional status recognized by statute. If membership is a necessary expense of earning business or professional income the dues will be an allowable deduction therefrom. (Subparagraph 8 (1) (i) (i) «68a»).

ii) faculty association fees qualify as union dues and are deductible from employment income. (Subparagraph 8 (1) (i) (iv) «68b»).

iii) office rent, salary to an assistant or substitute, or cost of supplies if required to be paid by the employee by his contract of employment. (Paragraph 8 (1) (i); subparagraphs (ii) and (iii) «78»).

f) *unemployment insurance premium* — (Paragraph 8 (1) (k) «70a»).

g) *Canada or Quebec Pension Plan contributions* — Paragraph 8 (1) (L) «70b»).

h) *contributions to a registered pension plan (RPP)* — up to $3,500 ($5,500 in Quebec) each year in respect of current services if retained by the employer from salary. (Paragraph 8 (1) (m) «70R, 71»). If the employee's contractual contribution to the plan is less than $3,500 ($5,500 in Quebec) then all or part of the shortfall may be made up through voluntary contributions if the plan so provides.

Independently of the above, a teacher may, if his registered pension plan so permits, make additional voluntary contributions up to $3,500 ($5,500) in Quebec) a ycar in respect of past services. (Subparagraph 8 (1) (m) (ii) «71»). A teacher employed by Her Majesty or by a tax-exempt organization such as a university is allowed this privilege as long as he has at least one year's prior eligible service, either with the present employer or with a previous employer if the current employer's Registered Pension Plan recognizes the service with a previous employer. (Subsection 8 (7) «73»).

In other words, a teacher may put as much as $7,000 ($11,000 in Quebec) a year into his registered pension plan.

i) *contributions to a registered retirement savings plan* (RRSP) — a teacher may choose to supplement his university pension by paying premiums into a registered retirement savings plan. Such premiums are deductible up to a limit of the lesser of 20% of his earned income and $3,500; minus the amount of his registered pension fund contribution including both current and past service contributions. If paid within 60 days after December 31, the RRSP contribution may be treated as if it was paid in the prior year, in which ease it will be measured against RPP contributions of that year for deductibility.

Should a teacher contribute at least $3,500 to his RPP (either for current services, past services or both), he will not be entitled to any deduction for any amount contributed to an RRSP. However, he will still be entitled to deduct the contributions to the RPP up to $7,000 as discussed, even though he contributes to an RRSP.

If you do contribute to an RRSP and you cannot deduct the contribution in that or the prior year, because for example you have contributed $3,500 or more to an RPP, you may obtain a refund of the excess contribution from the issuer of the plan. You should obtain form T3012 from your local District Office for this purpose. In the year you receive a refund of your excess contribution, the amount received must normally be included in your income and is subject to tax. However, the refund will not be taxed provided the refund of the excess is received before the end of the year following that in which the Assessment Notice disallowing the deduction is received.

For example, suppose you contribute $1,000 to an RRSP in January, 1984, which you cannot deduct in either 1983 or 1984, and your 1983 return is assessed in 1984 disallowing the $1,000 deduction (you may not have even claimed it, knowing it was not deductible). The refund of the $1,000 must be received by the end of 1985 to be exempt from tax.

Where the contribution in a ycar in respect of an RRSP is in excess of $5,500, the refund of the excess contribution will be fully taxable. Alternatively, if such an excess is left in the plan, there will be a penalty tax of 1% per month levied on the excess contributions until repaid.

For employees who are not entitled to benefits under a registered pension plan the limit of contribution into an RRSP is the lesser of 20% of earned income and $5,500. (Subsection 146 (5) «922»).

A taxpayer may also claim a deduction for payments into a retirement savings plan registered in the name of his spouse. In such cases, the limits described above will apply to the aggregate of his contributions to both RRSPs. (Subsection 146 (5.1) «923»).

In the past, some taxpayers have contributed tax deductible dollars to a spousal RRSP which would be immediately deregistered thus bringing the funds into the income of the spouse. Subsequent amendments require that spousal plan contributions deductible in the year and deducted in the previous two years must be included in the income of the contributor if withdrawn during the year. (Subsections 146 (8.3), (8.5), (8.6) and (8.7) «931.1», 931.3, 931.4, 931.5»). The deductibility of interest on funds borrowed to contribute to registered pension plans (RPPs) and registered retirement saving plans (RRSPs) has been withdrawn for loans taken out after November 12, 1981. Taxpayers who contribute their own savings to these plans will be unaffected.

The new law, applieable on March 30, 1983, prohibits any deduction for interest on indebtedness incurred for the purpose of making a contribution to a registered pension plan or RPP a registered retirement saving plan (RRSP).

For the 1982 and subsequent taxation years, a taxpayer will be allowed to transfer funds on a tax-free basis from his registered retirement savings plan to a registered retirement savings plan for his spouse or former spouse from whom he is living apart where a court orders a division of the plan between spouses on or after the breakdown of the marriage.

Until recently, a taxpayer nearing retirement was offered two choices for funds hcld in an RRSP: either convert the balance into a life annuity before his 71st birthday, or withdraw the funds before that time and pay tax on them immediately. These rules were amended in 1978 to offer at least two further alternatives.

Now, after age 60 and before the end of the year in which you rcach age 71, you will have the choice of either withdrawing the funds and paying tax on them immediately, or converting your RRSP into one or any combination of:

— an annuity for life,

— an annuity for a fixed term to age 90, or

— a new plan, called a registered retirement income fund (RRIF). out of which payments will be made to you each year to age 90.

The term of years under either of the latter two alternatives may. if you choose, be based instead on the age of your spouse — sc that payments out of the fixed term annuity or the RRIF can bc spread over the period to the year in which the younger of you reaches age 90.

An article entitled "Income Tax and Senior Citizen" has been published by CAUT and copies are available upon request from CAUT or OCUFA. The article deals with a number of income tax issues which are of particular interest to persons who are approaching, or who have reached retirement age.

j) *contributions to a registered home ownership saving plan* (RHOSP) — An individual who does not own a house may contribute to a RHOSP up to $1,000 a year for a total amount of $10,000. The RHOSP may not be held longer than 20 years. The contributor must be a Canadian resident and may have only one plan in a lifetime although he ean transfer a plan from one institution to another. Contributions are deductible from income, and the earnings of the fund are not taxable.

Contributions are only deductible for the year if made on or before December 31. No contribution may be deducted for a year if in that year and the immediately preceding year, you or your spouse with whom you resided during both years had an owner occupied home or owned wholly or partly any other residential real estate.

Withdrawals will not be taxed if applied to the purchase of an owner-occupied home; in contrast to the RRSP where the tax is merely deferred. If the RHOSP funds are not eventually put to their intended use they may be withdrawn subject to tax. (Section 146.2 «936-961.1»). Interest on money borrowed for a RHOSP is not tax deductible. For residents of Quebec, the $1,000 annual deduction for RHOSP contributions was discontinued in 1983 for Quebec income tax purposes. Holders may continue to accumulate funds for the purpose of eventually acquiring a house.

For 1983 and 1984 holders of an RHOSP are allowed a special tax deducation equal to $10,000 minus the total of all previous contributions, on the condition that the accumulated funds be withdrawn and used to purchase a new home in Canada between April 19, 1983 and March 1, 1985.

k) *moving expenses* are deductible only from the income of the new job and where the taxpayer has movcd at least 40 kilometres closer to the new job loeation. Expenses may include travel, transportation and storage of household effects, temporary lodging and meals, cancellation of a lease or cost of selling the former residence, legal fees in connection with the purchase of a new residence and any taxes on the transfer or registration of title to the new residence if the taxpayer or his spouse has sold their old residence as a result of the move. (Paragraph 62 (3) «350»). There is a time limit of 15 days in respect of temporary lodging and meals. (See Rev. Can. Tax pamphlet "Moving Expenses", IT 178R2 and form T1-M.

If the moving expenses are greater than the income earned at the new location, the excess may be earried forward and deducted from such income in the following year.

The general rule is that only moves within Canada qualify; however, there are certain exceptions for students.

If you change residences to begin full-time attendance at an educational institution (whether or not it is in Canada), you may deduct expenses incurred in moving from your old to new residence (at least one of which must be in Canada), if it results in your living at least 40 kilometres closer to the new institution. Such expenses may be deducted only against award income such as scholarships, fellowships, research grants and similar awards and only to the extent that such income is reported on your income tax return.

Students who leave Canada to study or foreign students coming to Canada to study at post-secondary edueational institutions are entitled to deduct moving expenses from scholarships, fellowships, research grants and similar award income.

If you return to Canada from attending a foreign institution as a full-time student in order to take up employment or to carry on business, you may not deduct the moving costs of returning to Canada.

l) *child care expenses* may normally be claimed only by the mother although the father may be eligible under certain circumstances. Costs of babysitting or day nursery services, lodging at a boarding school or camp qualify if they conform to the specified rules and are within the stated limits. Expenses must be incurred for the purpose of permitting the claimant to be employed, carry on a business or engage in research or similar work in respect of which the individual has received a grant.

Expenses must be for eare in Canada and are deductible only for the year in which they were incurred and paid. However, Canadians serving abroad in the armed forces, in aid programs and at diplomatic posts are considered to be residents of Canada for tax purposes. (Subsection 250 (1). These parents, and others who have been deemed by the Income Tax Act to be resident in Canada in the year in which child care expenses are incurred in foreign countries, are allowed to deduct child care expenses on the same basis as a taxpayer actually resident in Canada. A teacher on sabbatical in a foreign country, although probably still considered to be a resident of Canada is not deemed to be a resident under Subsection 250 (1) unless he fits one of the descriptions therein, and will be allowed to deduct child care expenses only if the expenses are incurred in Canada. (See Residency discussed below and see Revenue Canada Tax Pamphlet "Child Care Expenses").

m) *Stock Savings Plan (SSP) (Quebec residents only)*

An individual residing in Quebec on the last day of the taxation year may deduct from his taxable income, for the purposes of Quebec tax only, the cost of eligible stocks purchased during the year for a Stock Savings Plan (SSP). The allowable deduction will generally be the lesser of the cost of the stocks or 20% of his earned income less contributions to a Registered Pension Plan (RPP), a Registered Retirement Savings Plan (RRSP) or a Registered Home Ownership Savings Plan (RHOSP). However, the total of all contributions to the four plans cannot exceed $20,000. Thus, a teacher with an income of $40,000 and contributions of $3,500 to a RPP and a RRSP may invest $4,500 in a SSP, i.e. 20% of $40,000 less $3,500. A particularly interesting feature is the permanent tax savings if the stocks are left at least two years in the Plan. Stocks will be eligible if they meet certain criteria and are issued by eligible corporations. Stock certifieates must be sent directly to a broker and held by them for safe keeping. Finally, since May 10, 1983, certain stocks are eligible for a deduction equal to 150% of their purchase price, and certain other stocks of large corporations are eligible for a deduction of only 75% of their purchase price.

Deductions from business income

Generally speaking, a taxpayer may deduct from business income those current expenses or costs which were incurred by him in order to earn the income, provided that the expense is reasonable, is not in the nature of a personal or living expense and is not for the purpose of obtaining a permanent asset of an enduring value, i.e., a capital outlay. Allowable expenses will be deductible in the year incurred unless normal accounting treatment requires them to be deducted in a later year (e.g. prepaid fees, insurance, etc.) or the Income Tax Act requires them to be deferred (e.g. certain reserves).

Typical examples of expenses incurred by teachers to earn business income are books, journals, travelling, office supplies and facilities, telephone, postage, typing, photocopying and wages for part-time help. They must be prepared to document such expenses if requested to do so.

Commencing January 1, 1980 an individual in business may deduct salary paid to a spouse, providing the expense meets the normal tests. Prior to that, an individual could only pay a salary to his spouse through a corporation.

The computation of office expenses and the cost of the use of an automobile may be rather complex and will be described in some detail, as follows:

Special note: taxation of artists and writers

Because of major problems relating to the reassessment of business losses for artists and writers, a special Sub-Committee of the House of Commons conducted a study and issued a report in June 1984.

The major recommendations of this sub-committee were accepted by the Minister of National Revenue in July 1984. It is now possible to include information about your status as a legitimate artist and writer when dealing with deductions related to artistic business losses.

The implementation of this new guideline will be monitored closely by CAUT to ensure members are treated fairly.

Office expenses

If a professor requires an office to earn business income and uses the office exclusively for earning business income, he may establish one in his home and deduct the proportion of total expenses reasonably related to earning the business income. If the house has eight rooms of which the office is one of average size, then one-eighth of all costs of maintaining the residence may be deductible.

The maintenance costs of the office may includc a reasonable proportion of the realty taxes, repairs, redecorating, insurance, heat, light, water, cleaning and mortgage interest. Capital cost allowances (depreciation) on the office portion of the house are also deductible but it is recommended that where there has been no material structural change to the house in setting up the office they not be claimed for the following reasons:

a) capital cost allowances are subject to recapture upon the sale of the property, or upon its conversion back to personal use, if no actual decline in value has occurred. Under present inflationary conditions a decline in value is very unlikely to occur, which would nullify any advantage gained by claiming the allowances;

b) a taxpayer who claims capital cost altowance renders himself liable to taxable eapital gains upon the office portion of his home when he sells or converts to personal use. Full exemption from capital gains tax under the principal residence rule will be preserved if the taxpayer refrains from claiming capital cost allowance. (See IT-120R2, paragraphs 35, 36 and 37.) Only one home per married couple is eligible for the principle residence exemption with respect to gains accruing after 1981.

Where there has been a structural change in the building so that the use for business is of a more substantial and permanent nature, then the portion used for business will cease to be eligible for exemption from tax on any capital gain, whether or not capital cost allowance is claimed. (IT-120R2 paragraph 38).

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Positions available
Positions disponibles

Advertising and censure

CAUT will cerry edver-tisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

Publicité et Censure

L'ACPU accepte les annonces des universités frappées de la censure. L'ACPU refuse les annonces des universités à la troisième étape de la censure parceque le Conseil recommande explicitement aux membres de ne pas accepter un poste à une université qui en est à cette étape.

ADMINISTRATIVE POSITIONS

McGILL UNIVERSITY. Faculty of Agriculture. Director, School of Dietetics & Human Nutrition. McGill University, Macdonald College, invites applications for the position of Director of the School of Dietetics and Human Nutrition. The candidate should have administrative capabilities and a recognized program of research in the nutritional sciences. The School has an undergraduate student enrolment of approximately 200 in the areas of dietetics, nutrition, and food and consumer services. A major responsibility of the successful candidate will be to establish a vigorous graduate research program in the area of human nutrition and to further the development of the existing undergraduate programs. The position will be available as of 1 June, 1985. Rank and salary will be commensurate with background and experience. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. Send particulars to: Dr. L.E. Lloyd, Vice-Principal, Macdonald College of McGill University, 21111 Lakeshore Rd., Ste. Anne de Bellevue, Que., H9X 1C0.

UNIVERSITY OF SASKATCHEWAN. Medicine. Director - Required by Northern Medical Services Division, Department of Family Medicine, University of Saskatchewan, Saskatoon, Saskatchewan. Position: The successful applicant will hold a faculty position and be responsible to the Head, Department of Family Medicine for the overall operation of the Northern Medical Services unit. Responsibilities include: provision of high-quality medical care in the designated areas of northern Saskatchewan; liaison with federal, provincial and local governments, local hospitals, health boards and community representatives, native groups and other community groups; co-ordination of research activity and research contracts related to Northern Medical Services; recruitment and appointment of all medical and support staff; recommendations to the Department Head on budgetary approval matters. The position requires frequent travel to remote areas of northern Saskatchewan from a Saskatoon base. Qualifications: Certified physician having training and experience directly related to the provision of high-quality medical care in remote areas of northern Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary: Negotiable. Apply to: Wayne Nelson, Administrative Officer, Northern Medical Services, B103 Health Sciences Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0

ACADIA UNIVERSITY. University Chaplain. Applications are invited from suitably qualified candidates for the position of Chaplain at Acadia University, Nova Scotia. Qualifications: 1. Appropriate educational background, 2. Orientation to Christian Ministry, 3. Pastoral or Chaplaincy experience, 4. Ecumenical outlook, 5. Ability to provide leadership in a team ministry. Responsibilities: The person appointed will be responsible for the conduct of worship in the Manning Memorial Chapel; for performing ceremonial duties connected with University functions; for individual consultations; for involvement in the University community; maintaining links with town clergy, and for the presentation of the Christian faith in a secular context. The appointee will be directly responsible to the President, and will be expected to maintain a close liaison with the Director of Student Services and other Student Services personnel. Terms of Appointment: The appointment, to take effect July 1, 1985, shall be for a six-year term at the pleasure of the Board of Governors of Acadia University, and may be renewable once only after a review has been undertaken. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications should be sent on, or before, March 31, 1985, to: Dr. Harold L. Milton, Dean of the Faculty of Theology, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

UNIVERSITY OF GUELPH, ONTARIO AGRICULTURAL COLLEGE. Department of Horticultural Science. Chairmen end Professor. Nominations and applications are invited for the position of Chairman of the Department of Horticultural Science el the University of Guelph, Guelph, Ontario, Canada. The position becomes available July 1, 1985. The department offers an undergraduate major in Horticultural Science and a graduate program al the Masters and Ph.D. levels. It currently has 18 faculty and 35 graduate students. The department chairman will have administrative responsibilities for the departmental programs; provide leadership to the faculty and assist them in professional development; maintain liaison with other administrators within the university, with government agencies and allied industry groups to co-ordinate research, teaching and extension programs and strengthen interdisciplinary activities; actively seek and develop new sources of funding for the departmental programs and take an active part in professional organizations. The position provides the opportunity to continue personal involvement in teaching, research and extension. Candidates must have demonstrated leadership and administrative ability. They should be active in research and in graduate and undergraduate education. Applications will be accepted until March 1, 1985. Applicants should submit a curriculum vitae and the names and addresses of three people who may be contacted for letters of reference to: Dr. F.L. McEwen, Dean, OAC, University of Guelph, Guelph, Ontario, N1G 2W1. (519) 824-4120, Ext. 2284) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

MCGILL UNIVERSITY. Department of Economics. Applications are invited for the position of Chairman of the Department of Economics al McGill University. The term of the appointment is five years, and the successful candidate will be appointed at the rank of Full Professor with tenure. The person appointed will have academic distinction and proven leadership qualities. The new Chairman will administer and direct all aspects of the operation of the department. He or she will be expected to provide judicious leadership in the development of the teaching end research programs of the department and to make new appointments. Salary will be commensurate with experience. Applications, curriculum vilee and names of referees should be submitted in confidence to Dean Michael P. Maxwell, Dean of the Faculty of Arts, McGill University, 853 Sherbrooke St. West, Montreal, Que., H3A 2T6. Applications will be received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF GUELPH, ONTARIO AGRICULTURAL COLLEGE. Department of Rural Extension Studies. Chairman and Professor. Nominations and applications are invited for the position of Chairman of a new department of Rural Extension Studies at the University of Guelph, Guelph, Ontario, Canada. The position becomes available July 1, 1985. The department has been formed from an existing group of six faculty involved in extension education and will be augmented by three additional positions. The department will offer initially a graduate program at the Masters level with 20 full-time equivalent students and a Minor in the undergraduate program of the B.Sc (Agr.) degree. A Major at the undergraduate level is being explored. The department will have as major foci rural extension and technology transfer processes as well as relevant communication technology, particularly as it applies to rural and remote communities. These activities will be carried out in close cooperation with other academic units at the university with common and complementary interests. Joint appointments of faculty with such other units are envisioned. The department chairman will have administrative responsibilities for the departmental programs; provide leadership to the faculty and others in professional development; maintain liaison with other administrators within the university, with government agencies and allied industry groups to coordinate research, teaching and extension programs and strengthen multi-disciplinary activities, actively seek and develop new sources of funding for the departmental programs and take an active part in professional organizations. The position provides the opportunity to continue personal involvement in teaching, research and extension. Candidates must hold a Ph.D. degree in a related field, have a distinguished scholarly record end demonstrated leadership and administrative ability. They should be active in research and in graduate and undergraduate education. Applications will be accepted until March 1, 1985. Applicants should submit a curriculum vitae and the names and addresses of three people who may be contected for letters of reference to: Dr. F.L. McEwen, Dean, OAC, University of Guelph, Guelph, Ontario, N1G 2W1 (519-824-4120, Ext. 2284). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position subject to final budgetary approval.

ACCOUNTING

MCMASTER UNIVERSITY. Distinguished Professorial Chair in Accounting. It is expected that the holder of the Professorial Chair will have an established record as a recognized scholer in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes at Ph.D. or DBA, with teaching and research experience, is required. Salary will be commensurate with the nature at this distinguished position and is expected to exceed that of most senior ecademic appointments in business. The appointment date is open; however, July 1, 1985 is preferred. Applications should be mailed to: Dr G.W. Torrance, Dean, Faculty of Business, McMaster University, 1280 Main Sireet West, Hamilton, Ontario, L8S 4M4.

ADMINISTRATIVE STUDIES

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Administrative Studies. Applications are Invited for a limited-term faculty position in Organizational Behaviour at the assistant professor level. Starting date July 1, 1985. Salary and length of appointment will depend on qualifications and experience. A PhD is required, and successful experience in teaching undergraduate organizalionel behaviour courses is highly desirable, as is a commitment to research and a special interest in organizational change and development. Applicaiions (with Curriculum Vilae and the names of three referees) should be sent as soon as possible to Professor I.P. Suite, Chairman, Department of Secretarial and Administrative Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Applications will be accepted until the position is filled. The University encourages both women and men to apply for this position. In accordance with Canadian Immigrefion requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer Position is subject to budget approval.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Administrative Studies. Applications are invited for a one year limited-term faculty position in the Administrative Office Management Studies Program. Starting date July 1, 1985. Rank and salary will depend on qualifications and experience. A post-graduate degree, teaching ability and proven capacity for research are required. Duties include teaching and research in at least two of the following areas: administrative management procedures, business writing, introduction to communication, administrative information systems, records management. Applications (with Curriculum Vilae and the names of three referees) should be sent as soon as possible to Professor I.P. Suite, Chairman, Department of Secretarial and Administrative Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Applications will be accepted until the position is filled. The University encourages both women and men to apply for this position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer. Position is subject to budget approval.

BROCK UNIVERSITY. School of Administrative Studies. Expanding School is seeking applicants for faculty positions in Marketing; Organizational Behaviour; Personnel Management and/or Labour Relations and General Management. Ph.D. preferred. ABD considered. Rank open; salary and rank will be commensurate with qualifications. Applications, including curriculum vitae and the names of three referees should be submitted to Dr. Carol A. Sales, Chairman, Department of Management and Marketing, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1.

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH. Department of Animal & Poultry Science. Applications are invited for a tenure-track position as Assistant Professor/Associate Professor in meat science and growth and metabolism. The position involves approximately equal time in teaching and research with a small component for extension activity. Teaching includes diploma, undergraduate and graduate levels. Knowledge of the relationship of live animals to carcass characteristics and composition is required and a research emphasis in the biochemistry, physiology or genetics of growth helpful. The major emphasis in the research area is in beef but work on other food producing species is possible. Applications will be accepted until March 1, 1985. Applications should include a complete resume, transcripts and four letters of reference. Direct replies to: R.R. Hacker, Chairman, Department of Animal and Poultry Science, Ontario Agricultural College, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents. Position subject to final budgetary approval.

ANTHROPOLOGY

SAINT MARY'S UNIVERSITY. Department of Anthropology. Applications are invited for a limited term position at the assistant professor level, (sabbatical leave replacement, 9 months, within the Department of Anthropology, Saint Mary's University. Ph.D. preferred with teaching experience; specialization open. Applicant will be required to teach two senior level archeology courses and an introductory course during the academic year 1985-86. Letter of application with curriculum vitae and the names of 3 referees should be sent to Prof. S. Aun, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Deadline March 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Antropology. 1. Title: One ten-month term position at the renk of Assistent Professor. 2. Qualifications: Ph.D. and teaching experience. 3. Responsibilities: The position involves teaching undergraduate courses: Introduction to Anthropology, Oral Literature and Popular Culture, Medical Anthropology, Psychological Anthropology, and a topical course consistent with the research interests of the successful applicant. 4. Minimum Salary 1984-85 Assistant Professor - $28,319. 5. Applications, including a curriculum vitae, transcripts, and the names of three referees, should be sent to: Dr. Keith Parry, Acting Chairman, The Department of Anthropology, The University of Lethbridge, Lathbridge, Alberta, T1K 3M4 6. Effective Date: Probationary appointment, beginning August 1, 1985 to May 31, 1986. 7. Closing Date: March 2, 1985. 8. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA. Anthropology. Applications are invtled for a position which may become available in Anthropology for the Second Term (January - April) of the Winter Session, 1985-86, or for the full session (September - April). Courses will be drawn from the following: Introduction to Anthropological Archaeology, Analytical Techniques in Archaeology, Prehistory of a Special Area, Elementary Problems in Anthropological and Sociological Analysis (Anthropology Section). Applicetions are also invited for a Visiting Lecturer (part-time), Extra-Sessional Studies, to teach one course, July - August 1985, in Ethnography of Japan. Applicetions with curriculum vilae, covering letter stating interests and names of referees should be sent by March 21, 1985, to Dr. M.G. Silverman, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N. W. Marine Drive, Vancouver, B.C. - V6T 2B2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is an equal opportunity employer.

MOUNT ALLISON UNIVERSITY. Department of Sociology/Anthropology. Applications are invited for a one year replacement position at the rank of lecturer or assistant professor. Responsibilities will include the teaching of three full courses in Social and Cultural Anthropology. Qualifications desired: Ph.D. or Ph.D. near completion, show experlise in the areas of social change and development, complex societies, and kinship. Evidence of experience in teaching is destable. This position, which is subject to budgetary approval, will be filled effective July 1, 1985 1985-86 salary range lecturer, $22,179 - $32,200; assistant professor, $26,398 - $38,002. Applications, including a curriculum vilae and the names of three referees should be sent to: Dr. Patrick L. Baker, Head, Departmenl of Sociology/Anthropology, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is March 4, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Anthropology Department. Tenure-track position in Socio-Cultural Anthropology, Assistant Professor level, beginning September 1985 (subject permitting; pending State approval). Completed Ph.D required with strong general training in the discipline, proven publication and research record, and demonstrative teaching skills at the undergraduate and graduate levels. Specializations preferred are one or more of the following: - Anthropology of Social Control and Public Policy; Anthropological study of Bureaucracy, Industry and Work; Anthropology of Aging; In the context of these specializations, semiotic anthropology and humanistic anthropology Letter of application, Curriculum vitae and names of three (3) referees should be sent to: Gerald R. Gold, Cheirman, Department of Anthropology, York University, North York (Toronto), Ontario, M3J 1P3. Deadline: March 25, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE DE MONTREAL. Département d'Anthropologie. The Université de Montréal invites applications from primatologists having a Ph.D. degree or equivalent who wish to be sponsored for an "Attaché de recherche du C.R.S.N.G." fellowship effective September 1985. The position will involve conducting behavioral research on a group of captive Japanese macaques in conjunction with other researchers and assisting in the supervision of undergraduate and graduate students. If not bilingual, the candidate is expected to invest in the learning of French. These fellowships are awarded for 5 years, may be renewed and carry a salary al the Assistant protasseor level. Send C.V., three letters of reference and reprints by March 1985 to Bernard Chapais, Dept. of Antropology, Université de Montréal, C.P. 6128, Succ. A, Montreel H3C 3J7

ARCHITECTURE

CARLETON UNIVERSITY. School of Architecture. One-year term positions availabta, including one Visiting position (rank open) for one year beginning July 1, 1985. Candidates should have a B. Arch. and higher degree or equivelent; also teaching and professional work ex-

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perience. Should be prepared to teach Design Studio and one or more of the following specializations: Theory and History of Architecture; Landscape Architecture; Building Science; Building Technology. Send Curriculum Vitae and the names of three referees to: Dr. Alberto Perez-Gomez, Director, School of Architecture, Carleton University, Ottawa, Ontario, K1S 5B6. Closing date March 2, 1985. These positions are eveliable subject to budgetary approval and are open to both men and women. In accordance with Canadian Immigrelion requirements, this advertisement is directed to Canadian citizens and permanent residents.

ART

QUEEN'S UNIVERSITY. Department of Art. Applications are invited for the following position at the Adjunct Assistant Professor level: Painter. To teach introductory and advanced studenls in a four year Bachelor of Fine Art program. It is expected to be an elght month appointment commencing September 1, 1985 to April 30, 1986. Closing date for applications, February 28, 1985. Canadian citizens and landed immigrants will be given preference but others are equally encouraged to apply. Write with slides and curriculum vitae to: The Head, Department of Art, Queen's University, Kingston, Ontario, K7L 3N6.

ART AND CULTURE

COURSE IN POLISH ART AND CULTURE. May 29-June 25, 1985. 4 weeks in Poland: University of Lublin, Catholic University of Lublin. Seminars, lectures, guided tours, visits of Polish towns, tourist attractions. All in English and French Subjects: Art History, History, Literature, Sociology, Theatre, Music, Film. Total cost: Can $1050 and US $500. Included: round-trip flight (ticket valid 1 year), room and board, tuition, transportation in Poland. Group of 25 participants. Application deadline March 15, 1985. Contact: Dr. Andrew Sloga (514)483 2976 after 6 p.m.

ART AND DESIGN

UNIVERSITY OF ALBERTA. Art and Design. The Department of Art and Design at the University of Alberta invites applications from both men and women for a Study Leave replacement in Visual Communication Design, for the period September 1, 1985, to April 30, 1986. (Experience in Photography applied to graphic design will be an asset.) Approximate salary $16,720.00 to $18,014.00 Professional and teaching experience desirable. Formal education equivalent to a MFA required. The University of Alberta is an equal opportunity employer but in accordance with Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Complete applications, including a letter of application, curriculum vitae, 20 to 25 slides of works and the names of two referees should be sent, by February 28, 1985, to Jorge Frascara, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, Canada, T6G 2C9.

ART DESIGN

UNIVERSITY OF ALBERTA. Art and Design. The Department of Art and Design at the University of Alberta invites applications from both men and women for a Study Leave replacement in Visual Communication Design, for the period September 1, 1985 to April 30, 1986. Approximate salary $16,720.00 to $18,014.00. Professional and teaching experience desirable. Formal education equivalent to a MFA required. 2) A temporary appointment to teach a Spring course (May 6 to June 14, 1985, 5 hours per day, 5 days per week) in Industrial Design, subject to sufficient enrolment. The studio course (DES 373) is an introduction to the methods and methodology of two and three dimensional presentation techniques, including drawing, rendering and model making. Approximate salary $3,598.00 to $5,078.00 (according to rank), plus travel allowance (where applicable) and lab assistantship. 3) A temporary appointment to teach a Summer course (July 5 to August 21, 1985, 5 hours per day, 5 days per week) in Photography, subject to sufficient enrolment. The course (DES 493) concentrates on photography within the context of Visual Communication Design, as opposed to art. Approximate salary $3,598.00 to $5,078.00 (according to rank) plus travel allowance (where applicable) and lab assistantship. 5) A Full Time Sessional appointment in Printmaking for the period September 1, 1985 to April 30, 1986, subject to availability of funds. Approximate salary $16,720.00 to $18,014.00. MFA or equivalent degree in Printmaking, preferably with emphasis on intaglio and relief required. Experience in silkscreen, leadhing of printmaking and of Visual Fundamentals will be an asset. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. Complete applications, including a letter of application, curriculum vitae, 20 to 25 slides of works, and the names of two referees should be sent, by February 28, 1985, to Jorge Frascara, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, Canada, T6G 2C9.

ART EDUCATION

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Concordia Universlty, Faculty of Fine Arts, Department of Art Education and Art Therapy seeks a full-time tenure-track appointment. The appointment will commence June 1st, 1985. The appointee should have completed the Ph.D. in Art Education, with a record of research and publication and have had 3 - 5 years of university teaching experience in both undergraduate and graduate levels. Experience in supervising M.A. thesis and Ph.D. dissertations is essential. Bilingualism (English & French) will be considered an asset. Candidates with proven academic administrative ability will be given special consideration. Rank and salary will be commensurate with the applicant's qualifications. All letters of application must be accompanied by a complete curriculum vitae and the names and addresses of three persons who would be prepared to serve as references. In accordance with Canadien Immigration requirements, this notice is directed to Canadian citizens and permanent residents. Please address all applications to: Professor Leah Sherman, Chairperson, Department of Education and Art TherapyIVA-207, Faculty of Fine Arts, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

ART HISTORY

NOVA SCOTIA COLLEGE OF ART AND DESIGN, Art History. Nova Scotia College of Art and Design Summer Session 1985 Appointment in Art History for Art History Instructor to teach a seven-week course in either 20th Century Sculpture or Art Since 1945. PhD or candidacy preferred. In accordence with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents. Address letter of application with curriculum vitae and names of references to Dennis Young, Chairperson, Art History Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Deadline February 28, 1985.

UNIVERSITY OF TORONTO. Fine Art History. 1. Assistent Professor-tenure track-in North American and Modern Art History, Scarborough Campus - subject to Budgetary approval. 2 Publications and evidence of excellence in teaching. 3. Candidates with strong interests outside the traditional research areas will be given special consideration. 4 Commensurate with qualtiications. 5 C.V., 3 letters of reference and evidence of teaching ability to Professor Eva Dowler Chairman, Division of Humanities, Scarborough Campus, University of Toronto, 265 Military Trail, West Hill, Ont. M1C 1A4 a. Start 1 July 1985. 7 Deadline: 28 February 1985. In accordance with Canadian Immigration requirements, it will be given to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. Fine Arts. Applications are invited for e full-time tenure stream appointment in Art History. The successful applicant should have specializations in Renaissance with e strong interest in history of art theory and criticism. The ability to teach courses in Canadian art would be an advantage. A completed Ph.D. and teaching experience are required. The appointment will be ai e rank and salary commensurate with the applicant's qualifications and experience. The st arting date is July 1, 1985. Applications with curriculum vitae and the names of three references should be addressed to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Que., J1M 1Z7.

YORK UNIVERSITY. GLENDDN COLLEGE. The Deperlment of Multidisciplinary Studies of Glendon College is seeking applications for a contractually limited or tenure track position at the level of Assistant Professor of Visual Arts/Fine Arts with a specialization in Canadian Art and one or two other areas of the arts. Oualllications: Ph.D. in Visual Arts or Fine Arts, experience in University-level teaching, the ability to teach in French and in English (the majority of courses will be taught in French), able to contribute, if necessary, to cross-listed courses in the Graduate level. Publications preferred. Appointment effective July 1, 1985 Send curriculum vitae and three letters of reference to Professor Sylvie Arend, Chairperson, Department of Multidisciplinary Studies, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6, by March 1, 1985. The availability of this position is subject to university approval to proceed to the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE YORK. COLLEGE GLENDDN. Le département des études pluridisciplinaires du Collège Glendon met en concours un poste de professeur adjoint en art visuel/beaux-arts (poste sur contrat ou susceptible de devenir permanent) de préférence avec spécialisation en art canadien et dans un ou deux autres domaines des arts. Conditions requises: être titulaire d'un doctoral dans le domaine des arts visuels ou beaux-arts et de l'expérience dens l'enseignement au niveau universitaire, capacité d'enseigner en français et en anglais (une majorité des cours a enseigner sera en français); avoir publié, pouvoir contribuer, si nécessaire, à la recherche et à l'enseignement de niveau gradué. Entrée en fonctions: le 1er juillet 1985. Envoyer curriculum vitae et trois lettres de références au Professeur Sylvie Arend, Directrice du département des Etudes pluridisciplinaires, Collège Glendon, Université York, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6, avant le 1er mars 1985. La disponibilité de ce poste est sujet à l'approbation de l'Université. Conformément aux dispositions du service d'Immigrelion, celte annonce s'adresse aux citoyens canadiens et aux résidente permanente.

ART THERAPY

CONCORDIA UNIVERSITY. Art Therapy. Concordia Universlty, Faculty of Fine Arts, Department of Art Education and Art Therapy seeks a full-time sabbatical appointment in Art Therapy. The position will be for one year in the first instance, with the possibility of renewal for a second year. The appointment will commence on the 1st of June 1984. Concordia University offers a two years graduate training programme leading to professional qualification in art therapy with recommended guidelines for the profession. The appointee will be required to teach 18 credits per year from courses in art therapy offered at undergraduate, Diploma and M.A. levels. Applicants need to be suitably qualified in art therapy, with a Masters Degree, to have had substantilal professional experience in art therapy, and to have taught and supervised art therapy students at the graduate level. It is especially important that applicants have had experience of thesis advising. Rank and salary will be commensurate with the applicant's qualifications and experience. All letters of application must be accompanied by a complete curriculum vitae and the names and addresses of three persons who would be prepared to serve as referees. In accordance with Canadian Immigration requirements, this notice is directed to Canadian citizens and permanent residents. Please address all inquiries and application to: Michael Edwards, Director, Graduate Programmes in Art Therapy, Department of Art Education & Art Therapy, Concordia University, 1455 de Maisonneuve Blvd. West VA-208, Montreal, (Quebec), H3G 1M8.

ATHLETICS

UNIVERSITY OF NEW BRUNSWICK. Saint John Campus. Social Sciences/Athletics. Lecturer and Coach. The University of New Brunswick has e joint appointment available for a Lecturer and Coach in the Division of Social Sciences and the Department of Athletics. The appointment will be for a ten month period effective July 1, 1985. The position will involve teaching 1/3 time and coaching 2/3 time as well as related administrative responsibilities. Coaching responsibilities include Men's Soccer and Hockey. Teaching responsibilities include activity courses in Badminton and Fitness, Dlsciplinary courses in either Sociology of Sport or Sport Psychology at the undergraduate level. Administrative responsibilities the implementation of intramural programs as well as service on university wide and community based committees. The applicant should possess a Master's Degree in Physical Education or equivalent training. Salary and benefits as per the collective agreement between the Association of University of New Brunswick Teachers and the University of New Brunswick. Applicants should send curriculum vitae and the names of three referees to: Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5. Closing date for applications is March 31, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents of Canada

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Professionel Research Associate This long-term position will involve basic research on the roles of lipids in biomembranes, especially physical (calorimetric and NMR) studies of lipid-protein behaviour and lipid molecular dynamics and orientation, lipid-protein interactions in model and biological membranes, and lipid modulation of the activity of membrane-bound enzymes. Candidates should possess the Ph.D. degree in Biochemistry, Biophysics or a related area and at least two years of appropriate postdoctoral experience. Some expertise in the chemical synthesis of fatty acids and phospholipids is also desirable. This is a five-year appointment, which is renewable on a continuing five-year basis. Salary, provided by a university-wide Operating Grant, will start at $21,420 per annum for someoneE with two years postdoctoral training, increasing by $1,260 for each additional year of experience. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this ad fs directed to Canadian citizens and permanent residents. Deadline for applications is March 1, 1985. Applications, including curriculum vitae and the names of three references, should be sent lo: Dr. R.N. McElhaney, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7

BIOLOGY

McMASTER UNIVERSITY. Department of Biology. Research Associate, Plant Ecology Applications are invited for an appointment in a research group led by Dr. K.A. Kershaw Candidates should have research experience in higher plant physiological ecology particularly relating to mineral nutrition and growth. The successful candidate will be responsible for developing a research programme on the interaction of Aluminum toxicity with seed germination and early seedling establishment. This is a multidisciplinary project with input from Dr. J. Kremer, Geology, on the specific speciation and complexing of Aluminum under closely defined experimental conditions. Initially the appointment is for one year commencing January 1, 1985, but funding is available for at least one more year. The commencing salary will be in the range of $23-$25,000 per annum plus fringe benefits. Applications should be directed to: Dr. K.A. Kershaw, McMaster University, Department of Biology, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4K1, Phone: (416) 525-9140 Ext. 4265. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BISHOP'S UNIVERSITY. Biological Sciences. Applications are invited for a one year sabbatical replacement position in the Department for the academic year 1985-86. The successful applicant is expected to teach the following courses: general zoology, vertebrate zoology, animal ecology, and e course in his or her area of specialization at the undergraduate level. All courses include weekly laboratory sessions. A Ph.D. and some teaching experience are required. The appointment will be at the rank of the floor of Assistant Professor, which in 1984-85 was $28,676. The contract will commence on July 1, 1985. Applications with curriculum vitae and the names of three referees should be addressed to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

BOTANY

UNIVERSITY OF TORONTO. Department of Botany. Posi-Doctoral Fellow required to work in group studying moleculer basis of metal-tolerance in microorganisms. Applicants should heve experience in microbiel physiology and ecology; knowledge of recombinant DNA techniques is an advantage. Salary is in range of $21,000 Cen. Position is available from approximately April 1, 1985. Please send curriculum vitae and the names of three referees to: Dr Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

BISHOP'S UNIVERSITY. Business Administration. Applications are invited for a sabbatical leave replacement in the area of Marketing. Applicants should possess a Ph.D. degree in Marketing or its equivalent. However consideration will be given to candidates with an M.B.A. and considerable industry experience. The appointment will be made at either the rank of Lecturer or Assistant Professor (floor 1984-85 $28,676.) depending upon qualtiications and experience. The contract will commence July 1, 1985. Applications with curriculum vitae and the names of three referees should be addressed to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

ACADIA UNIVERSITY. School of Business Administration. Applications are invited to fill a number of tenure stream and leave replacement positions A Ph.D. is desirable; either in business or in related disciplines. Those with MBA's will be considered especially if they plan to enter a doctoral programme Duties include undergraduate teaching in one or more of accounting, finance, management and information systems, marketing, personnel and industrial relations. Effective date of appointment is July 1 or September 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application and resume should be addressed to Dr. N. McGuinness, Chairman, Application Committee, School of Business Administration, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce. Applications are invited for a full-time position commencing July 1, 1985. Applicants should have an M.B.A., a professional accounting designation and relevant business experience. The successful candidate will teach in the Accounting and Financial Management area. The visiting appointment will have a salary of $25,030 and $31,717 for the rank of Associate Professor in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send curriculum vitae and the names of three referees to Patrick G. Wesley, President, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4.

UNIVERSITY COLLEGE OF CAPE BRETON. Department of Management and Administrative Studies is open. 2. Minimum of M.B.A. or M.P.A. plus practical experience 3. Undergraduate teaching positions in the following areas: Management, Organizational Behaviour, Industrial Relations, Marketing, Entrepreneurship, Quantitative Methods, Accounting. 4. Competitive, commensurate with qualifications and experience. 5. Professor D. Robertson, Chairman, Dept. of Management and Administrative Studies, University College of Cape Breton, P.O Box 5300, Sydney, N.S., B1P6L2. 6. July 1, 1985 or September 1, 1985. 7. When filled, in accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents The Department of Management and Administration hes openings for professors at various ranks, with experience in business and a special interest in teaching university credi courses as listed above

CONCORDIA UNIVERSITY. Management Information Systems. Concordia invites applications from qualified individuals for its expanding undergraduate, graduate and executive development programs in management Informalon systems. Rank and salary are open. Qualification to Ph.D. level, or near completion, and evidence of or with evidence of effective teaching. Concordia offers excellent opportunities for MIS research, consulting and teaching. Preference is given to candidates eligible to work in Canada. Applicants should write with curriculum vitae and the names of three referees to: Dr. Ronald McTevish, Chairman, Department of Quantitative Methods, Faculty of Commerce and Administration, Concordia University, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8, (514) 879-7210 or 879-4398

UNIVERSITY OF REGINA. Business Administration Programs. Applications are invited for faculty positions in the following areas: accounting, finance, marketing, business policy, and industrial relations/personnel management. A Ph.D./D.B.A. in hand or near completion is preferred. Appointment may be either tenure-track or term depending upon qualifications. Salary is competitive Appointments, subject to budgetary review, effective July 1, 1985 or by arrangement. This is an opportunity for professors who would like to work in a medium sized, non-departmentalized Faculty with good opportunities for professional involvement. Interested candidates should send c.v. to Robert I. McLaren, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewen, S4S 0A2; (306) 584-4011

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure track or limited term) and sessional positions available in the following fields: (i) Accounting, (ii) Administrative Studies (Personnel, IR, management etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Business. PhD or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and benefits are dependent on rank and are competitive. Send resume to Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4 in accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF NEW BRUNSWICK. Administration. The Division of Administration invites applications for a tenure-track position in Organizational Behaveur and a tenure-track position in Human Resource Management. Salary rank will be commensurate with qualifications and experience. Qualtications required include Ph.D. in somelh ing near completion; individuals with lesser qualifications may be appointed to a term position. The starting date is July 1, 1985; applications will be accepted until the position is filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, E2L 4L5, Canada. In accordence with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Business Administration. Faculty of Administration Invites applications in: Accounting, Finance, Industrial Relations/Personnel Management, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods including Information Systems, Public Administralion overlapping with one or more of the above areas. Desirable qualification for positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with e very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is an MBA with a good academic record. Persons with tenured positions elsewhere may apply for a visiting appointment. Appointment effective July 1, 1985 or January 1, 1986 as convenient. Successful candidates will teach BBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to Dr K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

UNIVERSITY OF NEW BRUNSWICK. Business Administration. The Division of Administration invites applications for a tenure-track position in Management Science/Information Systems to commence July 1, 1985. Rank and salary will be commensurate with qualifications and experience. Qualifications required include the Ph.D. or near completion. Candidates with lesser qualifications will be considered for a term appointment. Applications will be accepted until the position is filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, E2L 4L5, Canada. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i)Accounting, (ii) Finance, (iii)Management Science, (iv) Information Systems, (v) Personnel and Industrial Relations. Rank of Assistant, Associate or Professor, depends on qualifications and experience. Preferably at the Assistant or Associate level. Visiting appointment is also possible Ph.D. or ABD degree (completion near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Science and Information Systems will be expected to conl ribule to the major field of the Ph.D. program in Management Science/Systems, others to the minor Applicants in the fields of personnel and industrial relations with teaching proficiency in both areas will be given preference. Salary will be commeneurate with qualifications, teaching and prac-

Business Administration. Applications are invited for tenure track or term appointments in accounting, marketing, organizational behaviour, policy and general menagement in the department of Business Administration. Ph.D./D.B.A. complete or in progress or M.B.A. with professional designation required for tenure track position M.B.A. with relevent work experience or outstanding academic record considered for term appointment. Duties to include undergraduate teaching and research. Rank and salary dependent on qualifications and experience. Appointments effective August 1, 1985. Applicants should send a curriculum vitae including the names of three references to: Leo T. Gallant, Chair, Department of Business Administration, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

MOUNT SAINT VINCENT UNIVERSITY. Department of Business Administration. Invites applicaltons for full-time and leave-replacement positions beginning July 1, 1985, in the areas of Marketing and Management. The ability to teach effectively and willingness to engage in productive individual and/or group research is expected. Qualifications: Ph.D. or DBA in the appropriate area preferred. Those candidates with MBA plus appropriate business experience may also be considered. Rank and salary: In accordance with qualifications and experience. In accordence with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Send curriculum vitae, names of referees and the names of three referees to: Dr Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

BISHOP'S UNIVERSITY. Business Administration. Applications are invited for a sabbatical leave replacement in the area of Marketing. Applicants should possess a Ph.D. degree in Marketing or its equivalent. However consideration will be given to candidates with an M.B.A. and considerable industry experience. The appointment will be made at either the rank of Lecturer or Assistant Professor (floor 1984-85 $28,676.) depending upon qualtiications and experience. The contract will commence July 1, 1985. Applications with curriculum vitae and the names of three referees should be addressed to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

ACADIA UNIVERSITY. School of Business Administration. Applications are invited to fill a number of tenure stream and leave replacement positions A Ph.D. is desirable; either in business or in related disciplines. Those with MBA's will be considered especially if they plan to enter a doctoral programme Duties include undergraduate teaching in one or more of accounting, finance, management and information systems, marketing, personnel and industrial relations. Effective date of appointment is July 1 or September 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application and resume should be addressed to Dr. N. McGuinness, Chairman, Application Committee, School of Business Administration, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

ALGOMA UNIVERSITY COLLEGE. Department of Commerce. Applications are invited for a full-time position commencing July 1, 1985. Applicants should have an M.B.A., a professional accounting designation and relevant business experience. The successful candidate will teach in the Accounting and Financial Management area. The visiting appointment will have a salary of $25,030 and $31,717 for the rank of Associate Professor in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send curriculum vitae and the names of three referees to Patrick G. Wesley, President, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4.

UNIVERSITY COLLEGE OF CAPE BRETON. Department of Management and Administrative Studies is open. 2. Minimum of M.B.A. or M.P.A. plus practical experience 3. Undergraduate teaching positions in the following areas: Management, Organizational Behaviour, Industrial Relations, Marketing, Entrepreneurship, Quantitative Methods, Accounting. 4. Competitive, commensurate with qualifications and experience. 5. Professor D. Robertson, Chairman, Dept. of Management and Administrative Studies, University College of Cape Breton, P.O Box 5300, Sydney, N.S., B1P6L2. 6. July 1, 1985 or September 1, 1985. 7. When filled, in accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents The Department of Management and Administration hes openings for professors at various ranks, with experience in business and a special interest in teaching university credi courses as listed above

CONCORDIA UNIVERSITY. Management Information Systems. Concordia invites applications from qualified individuals for its expanding undergraduate, graduate and executive development programs in management Informalon systems. Rank and salary are open. Qualification to Ph.D. level, or near completion, and evidence of or with evidence of effective teaching. Concordia offers excellent opportunities for MIS research, consulting and teaching. Preference is given to candidates eligible to work in Canada. Applicants should write with curriculum vitae and the names of three referees to: Dr. Ronald McTevish, Chairman, Department of Quantitative Methods, Faculty of Commerce and Administration, Concordia University, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8, (514) 879-7210 or 879-4398

UNIVERSITY OF REGINA. Business Administration Programs. Applications are invited for faculty positions in the following areas: accounting, finance, marketing, business policy, and industrial relations/personnel management. A Ph.D./D.B.A. in hand or near completion is preferred. Appointment may be either tenure-track or term depending upon qualifications. Salary is competitive Appointments, subject to budgetary review, effective July 1, 1985 or by arrangement. This is an opportunity for professors who would like to work in a medium sized, non-departmentalized Faculty with good opportunities for professional involvement. Interested candidates should send c.v. to Robert I. McLaren, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewen, S4S 0A2; (306) 584-4011

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Full-time (tenure track or limited term) and sessional positions available in the following fields: (i) Accounting, (ii) Administrative Studies (Personnel, IR, management etc.), (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Strategy and International Business. PhD or ABD) required for tenure-track positions, MBA acceptable for limited-term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programmes. Salary and benefits are dependent on rank and are competitive. Send resume to Dr. Eric N. West, Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4 in accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents

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UNIVERSITY OF NEW BRUNSWICK, FREDERICTON. Business Administration. Faculty of Administration Invites applications in: Accounting, Finance, Industrial Relations/Personnel Management, Management including Business & Society and Organizational Behaviour, Marketing, Quantitative Methods including Information Systems, Public Administralion overlapping with one or more of the above areas. Desirable qualification for positions is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with e very strong record of demonstrated achievement will be considered for the rank of full professor. For term appointments at the rank of Lecturer, the qualification required is an MBA with a good academic record. Persons with tenured positions elsewhere may apply for a visiting appointment. Appointment effective July 1, 1985 or January 1, 1986 as convenient. Successful candidates will teach BBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit a curriculum vitae and names and addresses of three referees to Dr K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

UNIVERSITY OF NEW BRUNSWICK. Business Administration. The Division of Administration invites applications for a tenure-track position in Management Science/Information Systems to commence July 1, 1985. Rank and salary will be commensurate with qualifications and experience. Qualifications required include the Ph.D. or near completion. Candidates with lesser qualifications will be considered for a term appointment. Applications will be accepted until the position is filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, E2L 4L5, Canada. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i)Accounting, (ii) Finance, (iii)Management Science, (iv) Information Systems, (v) Personnel and Industrial Relations. Rank of Assistant, Associate or Professor, depends on qualifications and experience. Preferably at the Assistant or Associate level. Visiting appointment is also possible Ph.D. or ABD degree (completion near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Science and Information Systems will be expected to conl ribule to the major field of the Ph.D. program in Management Science/Systems, others to the minor Applicants in the fields of personnel and industrial relations with teaching proficiency in both areas will be given preference. Salary will be commeneurate with qualifications, teaching and prac-

itical experience the availability of some positions is subject to budgetary approval. Appointment date is open; July 1, 1985 is preferred. Application date closes when position is filled. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4

UNIVERSITY OF WATERLOO. Business Administration: Accounting - Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting (ii) managerial accounting (iii) information systems. Ph.D. or equivalent. Salary will depend on qualifications Appointments effective July 1, 1985 or by arrangement Appointments available until positions filled. Send resumes to Dr. Jack R. Hanna, Chairman, Accounting Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

WILFRID LAURIER UNIVERSITY. Business Administration. Applications are invited for teaching positions in the areas of Accounting, Finance, Marketing, Operations Management & Quantitative Business Analysis, and Introductory Policy for the 1985-86 academic year. Qualifications: Lecturer up to Associate Professor. Duties: Undergraduate and/or graduate teaching. Applications accepted until positions are filled and are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. Bruce Fournier, Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

DALHOUSIE UNIVERSITY. School of Business Administration. Industrial Relations with secondary interest in Organization Theory; public and private sector Industrial Relations, Ph.D. in Industrial Relations, prefer work experience. Canadian experience, strong teaching and research orientation, tenure track appointment, assistant professor level, competitive salary. Appointment effective July 1985. Contact Dr. Y. Sankar, Coordinator, Management, School of Business Administration, Dalhousie University, Halifax, Nova Scotia, B3H 1Z5, Canada.

DALHOUSIE UNIVERSITY. School of Business Administration. Macro Organizational Behaviour; Organizational Design; Theory and Change; Organizational Communications; Interpersonal Processes; teaching and research orientation; tenure track appointment; assistant professor level; competitive salary. Appointment effective July 1985. Contact Dr. Y. Sankar, Coordinator, Management, School of Business Administration, Dalhousie University, Halifax, Nova Scotia, B3H 1Z5, Canada.

CHEMISTRY

UNIVERSITY OF TORONTO. Scarborough Campus. Physical Sciences Division. Physical Sciences Division, Scarborough Campus, University of Toronto expects to make several one-year contractually-limited term or visiting faculty appointments for 1985-86. Duties will include undergraduate teaching in Organic, Physical and/or General Chemistry. Active research will be encouraged. Salary negotiable. Qualified applicants should submit a C.V. and three letters of recommendation, prior to March 1, 1985, to: Professor Peter Krueger, Chairman, Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada, M1C 1A4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

SAINT MARY'S UNIVERSITY. Department of Chemistry. Applications are invited for a tenure-track position in the Department of Chemistry at the assistant professor level starting September 1, 1985. Although preference will be given to applicants with interests in either inorganic, organic, bio-chemistry or a combination thereof, a strong record in research and teaching will be the main criteria of choice. Candidates must possess a Ph.D. degree, have relevant PDF experience and be capable of developing a research program at an undergraduate institution. Present NSERC University Research Fellows are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, a brief research proposal and the names and addresses of three referees, should be sent to: Dr. C.M. Elson, Chairman, Department of Chemistry, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF NEW BRUNSWICK. Chemistry. 1. Possible tenure-track appointment. Assistant Professor. 2. Ph.D. in Inorganic chemistry required. Postdoctoral experience preferred. 3. Teach Introductory General Chemistry Laboratory Course; Chemistry for Health Science Students; Inorganic Chemistry (introductory and advanced courses); Supervise tutorials in other Chemistry courses. 4. Phone 453-2243 or 453-2289. 5. Send curriculum vitae and arrange for three letters of reference to be sent to: Dr. P. McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, Canada, E2L 4L5. 6. 1 July 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF OTTAWA. Chemistry. Applications are invited for a one-year faculty appointment beginning July - September, 1985. This appointment, which will likely be in the area of Organic, Physical or Inorganic Chemistry, requires the ability to lecture in French. The appointee will be expected to participate in the departmental teaching program, and will be encouraged to conduct research in his or her own area. Applicants should send a resume and arrange to have three letters of reference sent to Dr. H. Alper, Chairman, Department of Chemistry, University of Ottawa, Ottawa, Ontario, K1N 9B4. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR. Department of Chemistry. The Department of Chemistry is seeking applicants for a probationary, tenure track, Assistant Professorship beginning in July 1985 or at a date to be arranged. This is a regular full-time appointment. The successful candidate will be expected to develop a significant research programme in Organic Chemistry and to contribute to the Department's teaching at both undergraduate and graduate levels. Candidates should submit a curriculum vitae and a summary of their research interests to date, and the names of three referees to: Dr. John Drake, Head, Department of Chemistry, University of Windsor, Windsor, Ontario, N9B 3P4, from whom further details can be obtained. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Chimie. La Département de Chimie cherche un candidat(e) en vue d'occuper un poste disponible pour une année de juillet à septembre 1985. Ce poste sera probablement en chimie organique, physique ou inorganique et requiert l'aptitude à enseigner en français. Le candidat(e) à la personne nommée de participer au programme d'enseignement du département, et elle sera encouragée à poursuivre des recherches dans son domaine. Les candidat(e)s sont priés de bien vouloir envoyer un résumé et de s'arranger pour que trois lettres de références parviennent à Dr. H. Alper, Directeur, Département de Chimie, Université d'Ottawa, Ottawa, Ont., K1N 9B4. Conformément aux exigences du service de l'immigration cette annonce est addressée aux citoyens canadiens et aux résidents permanents

CHINESE

YORK UNIVERSITY. Chinese. Contractually limited position at the Assistant Professor level in Chinese language/literature for the academic year 1985-1986. Position subject to University approval. Candidates should be able to teach all levels of Modern Standard Chinese to neophytes as well as speakers of non-standard dialects, and to offer courses in modern Chinese literature. Sessional Assistant Professor Salary commensurate with experience. PhD required (or ABD) in training in modern Chinese literature. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants in the first instance. Application deadline: March 15, 1985. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armbrust, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

YORK UNIVERSITY. Chinese. Tenurable position at the Assistant Professor level in Chinese language/literature beginning July 1, 1985. Position subject to University approval. Candidates should be able to teach all levels of Modern Standard Chinese to neophytes and to speakers of non-standard dialects in addition to courses in modern Chinese literature. Salary commensurate with experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and landed immigrants in the first instance. Application deadline: March 15, 1985. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armbrust, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

CLASSICS

McMASTER UNIVERSITY. Classics. The Department of Classics at McMaster University, hopes to make a junior appointment commencing July 1, 1985. Preference will be given to candidates with a Ph.D. who are active scholars in the area of Latin language and literature and who could undertake graduate supervision in the near future. Rank and salary are negotiable but initially, at least, the appointment will be contractually limited. The 1984-85 salary for Assistant Professors is $25,335.00. The availability of this appointment is subject to budgetary approval. Applications, together with curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Howard Jones, Chairman, Department of Classics, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McMASTER UNIVERSITY. Classics. Applications are invited for a one-year, contractually limited appointment at the Assistant Professor level, in the area of Greek and Roman art and archaeology, to commence 1 July, 1985. A Ph.D. is required and teaching experience. Ability to teach either Greek or Latin at the undergraduate level will be considered an advantage. Salary will depend upon qualifications. The 1984-85 salary floor is $25,335.00 per annum. Applications, including curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Howard Jones, Chairman, Department of Classics, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Classical Studies. Applications are being accepted for the position of Assistant Professor, tenure track or equivalent. The candidate should be qualified to teach courses in the classical languages and in classical civilization. Salary will depend on qualifications. Appointment to be made July 1, 1985 or by arrangement. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible.

MOUNT ALLISON UNIVERSITY. Department of Classics. Applications are invited for a one year replacement position at the rank of Assistant or Associate Professor. Qualifications: Ph.D. or Ph.D. near completion. Duties: to instruct survey courses in particular genres of Greece/Roman Literature, of Greco-Roman Art or Archaeology (some combination of these). This position, which is subject to budgetary approval, will be filled effective July 1, 1985. 1985-86 salary range: lecturer $22,179 - 32,200.; assistant professor $26,398 - 38,002. Applications with three letters of support/letters from referees should be sent to: Professor R.L. Calvert, Acting Head, Department of Classics, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is March 15, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMMUNICATION

UNIVERSITY OF OTTAWA. Department of Communication. The department invites applications for the following positions: (1) One or two tenure-track appointments with rank open; (2) One or two one-year, sabbatical Replacements; All offerings are subject to budgetary approval. Effective date of appointments: July 1, 1985. Deadline for applications: February 28, 1985. The department has two areas of specialization: (1) Media and culture (television, new media, policy, advertising, film, journalism); (2) personal and organizational communication (group dynamics, public relations, intercultural, and interpersonal relations). According to their preferences, successful candidates may choose to teach in English or French or both. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants in the first instance. Application deadline: March 15, 1985. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armbrust, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

McGILL UNIVERSITY. Graduate Program in Communications. Rank: Assistant or Associate Professor. Salary: $34,000 - $38,000. Terms of appointment: 1 year visiting appointment. Commencement: 1 September 1985. Application closing date: 4 March, 1985. Qualifications: Ph.D. (or equivalent), experience in teaching and considerable evidence of publishing and research specialization should include at least two of the following: Political and economic perspectives on communications. Contemporary social theory and cultural studies. The history and intellectual history of communications; Legal perspectives on communications; the ability to read French is necessary since students may write papers in either English or French. In accordance with Canadian Immigration regulations this advertisement is directed to Canadians and landed immigrants of Canada. Applications, with vita and names of referees, should be sent to: The Graduate Program in Communications, McGill University, 815 Sherbrooke St. W., Montreal, Canada, H3A 2T5.

UNIVERSITE D'OTTAWA. Département de Communication. Sous réserve d'approbation budgétaire, le Département de Communication de l'Université d'Ottawa annonce la possibilité d'un ou deux poste(s) de professeur à temps complet (enseignement en français) conduisant à la permanence (adjoint ou agrégé) et de deux postes (un français, un anglais) de professeurs remplaçants d'un an (adjoints). Le département offre des programmes d'enseignement et de recherche dans un ou deux des profils de formation suivants: Médias et culture (journalisme, télévision, publicité, nouveaux medias, cinéma); 2) Interpersonnelle et organisationnelle (relations publiques, animation de groupe, intervention dans les organisations). Exigences: Doctorat ou l'équivalent; Solide formation en Communication ou dans un domaine connexe; Intérêt pour l'enseignement et la recherche dans un ou deux des profils de formation du département; Une certaine priorité sera accordée aux candidatures qui manifestent un intérêt et des compétences en nouvelles technologies ou en communication interpersonnelle; L'expérience dans l'enseignement et la recherche de même que des publications sont fortement souhaitées, tout comme le bilinguisme. Entrée en fonction: le 1er juillet 1985. Date limite des candidatures: le 28 février 1985. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents. Les candidats sont priés de faire parvenir leur curriculum vitae et trois noms pour référence à: Dr. Hilary Horan, directeur, Département de Communication, 70 King Edward, pièce 103, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

COMMUNITY STUDIES

UNIVERSITY COLLEGE OF CAPE BRETON. Community Studies. The Bachelor of Arts Community Studies Program invites applications for an Assistant Professor. The applicant should hold an M.A. or Ph.D. in Arts, Business, Social Science or Science and have a major interest in and experience of small-region social teaching and experiential learning. The program is career-oriented and involves work experience for students This will be a probationary appointment and the successful applicant will be expected to complement the resources of the existing team of teachers, and will be commensurate with qualifications, teaching and practical experience. Applicants should send a curriculum vitae and the names of three referees by March 1, 1985 to: Prof. G.O.M. Leith, Head, Division of Development Studies, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, B1P 6L2.

COMPUTER SCIENCE

CARLETON UNIVERSITY. School of Computer Science. Applications are invited for a tenure-track position at the Assistant Professor level in the School of Computer Science starting July 1, 1985. Outstanding candidates with a Ph.D. in any area of computer science and engineering will be considered with particular preference given to those in artificial intelligence, distributed computing, analysis of algorithms and computer graphics. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. The undergraduate honours programs and graduate programs have restricted enrolment in order to maintain a high quality research and teaching environment. Salary and rank commensurate with qualifications and experience. Send curriculum vitae and names of three references to Dr. F. Fiala, Director, School of Computer Science, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Hiring is subject to budgetary approval Open to both men and women.

THE UNIVERSITY OF BRITISH COLUMBIA. Computer Science. The Department of Computer Science, The University of British Columbia, invites applications for a tenure-track faculty position available January 1985 or thereafter. Preferred areas of computer science will be considered. A Ph.D. in Computer Science or related discipline is required. Rank will be commensurate with rank and experience. Duties will include graduate and undergraduate teaching, supervision of graduate students and research. Applications should include a Curriculum Vitae and the names of three references. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents; however, others may be eligible. The positions are open to both men and women. Send C.V. and names of references to: Raymond Paquiek, Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Canada, K1S 5B6.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Mathematical Sciences. 1. Title: One tenure-track appointment at the rank of Assistant, Associate, or Professor in Computing Science. 2. Qualifications: Ph.D. or near completion. 3. Responsibilities: Applicants must have a commitment to teaching at the undergraduate level and establishing a research program. Applicants must also be willing to assume their role in the continuing development of the program in computing science. Computing Facilities include two DEC-2060 mainframes and DEC Professional 350 stations, equipped with 10-Mbyte hard disks, running under a variety of operating systems, including VMS. A Minimum salaries 1984-85: Assistant Professor: $28,319; Associate Professor - $36,262; Full Professor - $47,035. 5. Application to consist of a curriculum vitae, transcripts, and the names of three referees should be sent to: The Chairman, Search Committee of the Mathematical Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada, T1K 3M4. 6. Effective Date: Probationary appointment beginning July 1, 1985. 7. Closing Date: March 2, 1985. 8. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY. Computing Science. Applications are invited for a tenure-track position in Computing Science at the assistant professor level effective July 1, 1985. Requirements are a Ph.D. in computer science or related field with a good research record and/or demonstrated potential for research and teaching. Outstanding applicants in any area of Computing Science will be seriously considered but preference will be given to applicants whose research interests include the areas of operating systems and distributed computing. Computing Science is in a state of active development at Dalhousie University, with five appointments having been made within the last 2 years. Send vitae and names of three references to: Dr. R. Rosenberg, Director of Computing Science, Department of Mathematics, Statistics and Computing Science, Dalhousie University, Halifax, N.S., Canada, B3H 4H8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie has a policy of affirmative action with respect to employment of women.

BISHOP'S UNIVERSITY. Computer Science. Applications are invited for a tenure stream position in the Department of Computer Science. Candidates should possess a Ph.D. in computer science or equivalent. The candidates who are able to teach in two or more of the following areas will be given preference: programming, languages, design and analysis of algorithms, database systems, office automation, management information systems, systems analysis and design. Starting date is July 1, 1985. The commencing salary will depend on candidates' qualifications and experience. Applications with curriculum vitae and the names of three referees should be addressed to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

SIMON FRASER UNIVERSITY. Computing Science Department. Applications are invited for 2 tenure track positions in a rapidly growing Computing Science Department. Candidates from all areas of specialisation in Computing will be considered but the Department has a special interest in Graphics, Software Engineering, Distributed Systems, Soft Design, Artificial Intelligence and Database Systems. A Ph.D. in Computing Science (or equivalent) is required. Candidates with prior experience should have a record of research and publications, graduate student supervision and teaching. Responsibilities will include teaching at the Graduate and Undergraduate levels, research and the usual administrative activities. Simon Fraser University is situated on the top of Burnaby Mountain and has about 12,000 students. Lying just east of Vancouver, the site commands magnificent views of Burrard Inlet, the mountains, the Fraser River and Vancouver Harbour. This Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational facilities. The Computing Science Department is one of the largest in Western Canada, has over 20 faculty members and offers B.Sc. and B.A. degrees in Computing Science, B.Sc. honours degree in Digital Systems Design, and an M.Sc. and Ph.D. degree in Computing Science. The Department currently has over 600 majors and 60 graduate students. The Department has two VAX 11/750's and 6 SUN work stations connected via a local area network as well as interactive graphics laboratory including an Evans and Sutherland picture system and a number of other microprocessors. The University operates a central computing facility including IBM 3033 and 4341. There is also a raster-scan graphics facility available for graphics research. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications received are considered at present-ly eligible for employment in Canada will be acknowledged; employment considerations for such candidates will be deferred until a Canadian search is complete. Positions are subject to budgetary authorization. Application will be accepted until positions are filled. To apply, send curriculum vitae and the names of three referees to: Nick Cercone, Chairman, Computing Science Department, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6.

UNIVERSITY OF WATERLOO. Computer Science. The University of Waterloo invites applications for a faculty position at the Assistant Professor level. A Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered. Salary according to experience. Applications should include a curriculum vitae and the names of three references and should be directed to Professor R.B. Simpson, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents.

CONCORDIA UNIVERSITY. Computer Science. Applications are invited for Visiting, Post Doctoral and Research Assistant positions in all areas of computer science. Applicants should have a Ph.D. degree in computer science or related field with a good research record and are expected to seek external research grants. The department presently has 24 full-time professors. It offers both undergraduate and graduate programs in English with an enrolment of over 1000 students. Apply giving resume and names of at least 3 references to: Dr. De Mori, Chairmen, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Computer Science. Applications are invited for two tenure track positions open at Assistant Professor level in (a) Computer Graph Theory and Computer Aspects of VLSI. Applicants should have a Ph.D. degree in computer science or related field with a good research record and are expected to seek external research grants. The department presently has 24 full-time professors. It offers both undergraduate and graduate programs in English with an enrolment of over 1000 students. Apply giving resume and names of at least 3 references to: Dr. De Mori, Chairmen, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In the first instance.

QUEEN'S UNIVERSITY. Computing and Information Science. Applications are invited for tenure-track positions at all ranks. We are looking for junior and senior faculty members to assist in expanding the Department's research, graduate studies, and teaching activities. Applicants in any area of Computing Science are encouraged to app-

ily but we are particularly seeking to fill positions in artificial intelligence, software engineering, VLSI design methods, and computer communications. The Department has seventeen full-time faculty supported by nine technical and three office staff. Current research actively includes computer vision, logic programming, robotic perception, the analysis and implementation of parallel algorithms and parallel architectures, cryptographic and systems aspects of computer security, programming languages, analysis of algorithms, medical image processing, interactive information systems, data bases, software engineering, and audio signal processing. We have approximately 40 full-time graduate students. Resource support includes an IBM 3081 system running VM/CMS in the Computing Centre, plus Departmental facilities that include several VAX-11's, NS32016 systems, a reconfigurable multi-processor laboratory, a Symbolics 3600, and a variety of other machines and special equipment Kingston is located midway between Toronto and Montreal near the Thousand Islands, one of the prime recreational areas in Canada. Housing costs are moderate and stable. Candidates of both sexes are equally encouraged to apply. Canadian citizens and landed immigrants will be given preference. Applicants should send a curriculum vitae and the names of three references by April 30, 1985 to: Glenn H. MacEwen, Head, Computing and Information Science, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Telephone: 613-547-2915.

QUEEN'S UNIVERSITY. Computing and Information Science. Tenure-Track Position in Software Engineering. We are looking for new faculty members to assist in expanding the Department's research, graduate studies, and teaching activities. We particularly solicit applications for a position in software engineering. The Department has seventeen full-time faculty supported by nine technical and three office staff. Current research actively includes software engineering, formal specification of distributed systems, programming languages, analysis of algorithms, interective information systems, data bases supported by a VAX 11/750, a VAX 11/780 and a Pyramid 90X, micro labs with a variety of small systems, and the University IBM 4361 system. Also associated with the Department are the recently opened Software Engineering Laboratory and the Laboratory for Computer Enhanced Cognition. The Software Engineering Laboratory, established by a cooperative agreement between IBM Canada and the University of Victoria to advance the state of the art of software engineering, is under the project leadership of Dr. D.L. Parnas. The Laboratory for Computer Enhanced Cognition (Director: Dr. E. Cheng) are in the medical applications of expert systems, and the development of computer graphics. Applicants should send a curriculum vitae and the names of three referees to Dr. David L. Parnas, Chairman, Search Committee, Department of Computer Science, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2. Applications will be accepted until March 31, 1985. Further information is available from the Department, (604) 721-7220. The filling of the position will be subject to the availability of funds. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

COUNSELLING

THE UNIVERSITY OF WINNIPEG. Counselling. Student Counselling Services of the University of Winnipeg invites applications for a tenure track appointment at the Assistant Professor level effective July 1, 1985. Candidates should hold a doctorate in Counselling Psychology with a background appropriate to counselling undergraduates. Duties will include individual and group counselling of students with academic, vocational, or personal concerns. Send full curriculum vitae and names of three referees to B. Noonan, Director, Student Counselling Services, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9 Applications will be accepted until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CRAFTS

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Textiles. Full time instructor in Textiles for the 1985-86 academic year to teach intermediate and advanced classes in weaving. Contract to begin on July 1, 1985 and extend to June 30, 1986. Desirable qualifications include an MFA or other comparable qualifications, exhibition record and teaching experience with a strong background in floor loom weaving as well as a knowledge of contemporary and historical developments in the field. As per accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents. Send a full curriculum vitae, slide portfolio and names of three references to Joyce Chown, Chairperson, Craft Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Deadline February 28, 1985.

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Ceramics. Full time instructor in Ceramics to teach intermediate and advanced classes in ceramics including glaze chemistry, clay body formulation, simple mold-making and hand building techniques. An understanding of historical and contemporary developments in ceramics is assumed. This is a one year position, contract to begin on July 1, 1985 and extend to June 30, 1986. Desirable qualifications include an MFA or other comparable qualifications, substantial exhibition record and teaching experience. Salary will be at the level of Assistant or Associate Professor depending upon qualifications. In accordance with Canadian Immigration regulations, this notice is directed to Canadian citizens and permanent residents. Send a full curriculum vitae, slide portfolio and names of three references to Joyce Chown, Chairperson, Craft Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6. Deadline February 28, 1985.

CULTURAL STUDIES

TRENT UNIVERSITY. Cultural Studies. Applications are invited for a two-year limited term appointment in the Department of Assistant Professor level. Applicants should have a Ph.D. or equivalent background experience in teaching, publication and cultural practice. Preference for generalist with developed interest in at least one of the cultural forms (film, theatre, visual art, music, and literature) represented in the Programme's curriculum. Teaching areas should include culture and communications, modern critical theory and politics/mass media. This appointment is subject to budgetary approval. Applications with full curriculum vitae and the names of three referees should be submitted to Professor A. Wernick, Chairman, Cultural Studies Programme, Trent University, P.O. Box 4800, Peterborough, Ont., K9J 7B8 before 28 February, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DANCE

YORK UNIVERSITY. Faculty of Fine Arts. Department of Dance. Two full-time contractfaculty limited appointments, effective September 1, 1985 to April 30, 1986. Appointments are subject to authorization and budgetary approval. Qualifications required: appropriate terminal degree or equivalent professional experience, and a minimum of three years teaching experience in a university dance program. Duties: to teach undergraduate courses at all levels in three of the following areas: modern dance and ballet (choreography, composition, ballet and/or modern repertory). Also committee work, student advising and curriculum development. The Department of Dance, B.A. (Dance Studies), B.F.A. (Performance), M.F.A. (Dance History and Criticism). Equal emphasis in Ballet and Modern Dance. 150 majors, 15 graduate students and a small program of non-major courses. Salaries: commensurate with experience and qualifications. Application deadline: March 4, 1985. Send letters of application, curriculum vitae and three letters of reference to: Dianne L. Woodruff, Chairperson, Room 240, Fine Arts Building, York University, North York, Ontario, M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Fine Arts. Department of Dance. Full-time teaching artist-in-residence appointment effective 1 September 1985-31 August, 1987. Non-renewable at the rank of Assistant Professor or Associate depending upon qualifications. Appointment is subject to authorization and budgetary approval. Qualifications required: appropriate terminal degree or professional equivalent and a minimum of three years teaching experience in a post-secondary dance program. The department seeks a mature artist/teacher with sustained performing and choreographic experience for a 12-month full-time appointment. Additional duties include committee work, student advising and curriculum development. The department was established in 1970 and has the first Canadian university program in dance. Degrees available are B.A. (Dance Studies), B.F.A. (Performance), M.F.A. (Dance History and Criticism). There are nine full-time faculty, four accompanists, and three studios in two buildings for 150 majors and 15 graduate students. Equal emphasis in Ballet and Modern Dance and a small program of non-major courses. Salaries commensurate with experience and qualifications. Application deadline: March 5, 1985. Send letters of application clearly stating one's teaching expertise, a curriculum vitae and three letters of reference to: Dianne L. Woodruff, Chairperson, Room 240, Fine Arts Building, York University, North York, Ontario, M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN. College of Dentistry. A position exists in the College of Dentistry, University of Saskatchewan for a faculty member in the Department of Restorative and Prosthetic Dentistry. Graduate qualification at the Masters level and certification in fixed prosthodontics are preferred. Responsibilities include undergraduate teaching related to fixed prosthetics and clinical fixed prosthodontics, and secondarily to the teaching program in operative dentistry. Research activity related to restorative dentistry is expected. Consulting and practice privileges to a maximum of two half days per week are permitted. An intramural practice unit is provided for faculty who wish to utilize on-base facilities. The appointment effective July 1, 1985 will be probationary and at the level of Assistant Professor. Interested applicants should send curriculum vitae and related documentation with at least three names for reference purposes to: Dr. Paul Tepilsky, Chairman, Department of Restorative and Prosthetic Dentistry, Dental Clinic, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0WO. Deadline for receipt of application is April 30, 1985. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents.

EAST ASIAN STUDIES

McGILL UNIVERSITY, Department of East Asian Languages & Literatures. Subject to budgetary approval, applications are invited for two tenure-track positions at the Assistant Professor level, one in Chinese and one in Japanese. Requirements include PhD and native or near-native fluency in Chinese or Japanese as well as ability and willingness to contribute towards building a small but growing program. The minimum salary for 1983/84 is CAD $29,502.00. Summer session teaching position in Japanese also available. Pro rata salary for 8 weeks is CAD $3,300.00. Send curriculum vitae and names of three referees to Dr. Fumiko Ikawa-Smith, Director, 3434 McTavish St., Montreal, Quebec, H3A 1X9, by March 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ECONOMICS

CONCORDIA UNIVERSITY. Economics. Applications are invited for limited term, tenure track positions beginning approximately for 1985-86. Appointments will normally be at the Assistant Professor level and possibly one at the Associate level, subject to budgetary approval. Candidates with a completed or nearly completed PhD will be considered for the Assistant Professor level. Candidates with a strong publication record is essential. Primary areas of interest are microeconomics, economic history and labour economics. Strong secondary and other fields will also be considered. Responsibilities include teaching at both undergraduate and graduate levels and supervision of doctoral theses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is March 1, 1985. Contact Prof. Balbir Sahni, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, P.Q., H3G 1M8; (514) 879-5823.

UNIVERSITY OF WINNIPEG. Department of Economics. The Department of Economics, University of Winnipeg, invites applications for a probationary tenure-track position. The appointment is effective on September 1, 1985 (subject to budgetary approval). Applicants for the position should have a Ph.D. completed or nearly completed. The successful candidate must have a strong commitment to undergraduate teaching and research. Applicants should be particularly interested in attracting candidates in history of economic thought and economic history, although strong candidates in other fields are encouraged to apply. The rank is at the Assistant Professor level, but individuals with exceptional qualifications will be considered at a higher rank. Applicants should send curriculum vitae and names of at least three referees to: Professor D.J. Smith, Chairperson, Department of Economics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Canada, R3B 2E9. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

TRENT UNIVERSITY. Applications are invited for two or more appointments, term or tenure track at the rank of Lecturer/Assistant Professor, commencing July 1, 1985. Responsibilities include research and undergraduate teaching in Theory, Quantitative Methods, Natural Resource Economics, History of Economic Thought, Labour Economics, Development Economics; other fields will be considered. Applicants for these positions should have a doctorate or be near completion. Salary and rank are negotiable in accordance with qualifications and experience. Tenure-track positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae along with names of three referees to: Dr. C.A. Curtis, Chairman, Department of Economics, Trent University, Box 4800, Peterborough, Ontario, K9J 7B8.

BROCK UNIVERSITY. Economics. Applications are invited for two temporary positions and one tenure-track position to teach undergraduate theory and one other area of specialization, preferably Economic History, Labour Economics, Economic Development or Canadian Public Policy beginning July 1, 1985. These positions are subject to budgetary approval. Rank is open. Preference will be given to applicants with a commitment to research as well as teaching. Salaries are competitive at all ranks. Applications, including curriculum vitae and names of referees, should be sent to Chairmen, Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until positions are filled. Canadian citizens and landed immigrants will be given preference.

McGILL UNIVERSITY. Department of Economics. One opening, beginning in September 1985 for a distinguished professor. Candidate must have an outstanding publications record, important ongoing research, and demonstrated effectiveness in teaching. Areas of specilization are open. Preference for candidates with a background in Econometrics or Mathematical Economics. Position carries tenure. Salary commensurate with qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three references to: Professor Myron J. Frankman, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY. Department of Economics. Applications invited for a tenure track position at the rank of Assistant Professor, commencing September 1985, subject to budgetary approval. Fields of specialization are open. A Ph.D. (completed or near completion) required. Applications with c.v. and names of three referees should be addressed to Professor Myron J. Frankman, Chairman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. ATKINSON COLLEGE. Department of Economics. One opening, beginning in July 1985 for a full time probationary appointment open. Candidate must have an outstanding publications record, important ongoing research, and demonstrated effectiveness in teaching. Areas of specialization open. Position is subject to university approval. Salary commensurate with qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three references to: Chair, Department of Economics, York University, Atkinson College, 4700 Keele Street, Downsview, Ontario, M3J 2R7

UNIVERSITY OF PRINCE EDWARD ISLAND. Economics Department. 1. Assistant Professor, tenure-track, subject to final budgetary approval. 2 Ph.D. or near Ph.D. Candidates with publication record and some teaching experience preferred. 3. Teaching undergraduate courses, particularly in Principles, Regional Economic Development, Labour Economics, History of Economic Thought and Canadian Economic History and Canadian Economic Problems. Research in area of candidate's choice, but interest in economic problems of the Atlantic Provinces preferred. 4. Salary commensurate with rank and experience. 5. Dr. Walter Fobes, Chairperson, Economics Department, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. 6. 1 July, 1985. 7. Open until filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Economics and Political Science. The University of Saskatchewan, Department of Economics and Political Science, invites applications for tenure track appointments at the assistant professor level in economics, commencing 1 July 1985. Candidates must have a Ph.D. completed or nearly completed Ph.D. and will be expected to contribute to the research and teaching capacity of the department in macroeconomics for one position and pure or applied econometrics or applied mathematical economics for the other. Salaries are competitive. Applications, including a curriculum vitae, transcript of graduate record, and three letters of reference should be sent by April 1985 to Professor Jeffrey Sleeves, Head, Department of Economics and Political Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO. These positions are open to both men and women and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Economics. Applications are invited for a possible tenure track appointment at the rank of Assistant Professor to conduct research and teach at the undergraduate and graduate levels. The major area of specialisation is Public Policy with particular reference to regional problems, but candidates in related fields will be considered. Applicants should have a Ph.D., or be in a position to complete the doctoral degree before appointment. Curricula vitae and the names of three referees should be sent to Professor J.R.G. Brander, Chairperson, Department of Economics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY. Department of Economics. The Department of Economics anticipates making a limited term appointment for 10 months at the rank of Instructor or Assistant Professor commencing September 1, 1985. This position involves teaching undergraduate courses including Introduction to Economics. Letters of application, curriculum vitae and the names and addresses of three referees should be sent by March 2, 1985 to Professor Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Appointment is subject to budgetary approval. Open to both men and women.

MOUNT SAINT VINCENT UNIVERSITY. Economics. Mount Saint Vincent University, Department of Economics, invites applications for a full-time position commencing July 1, 1985 teaching undergraduate courses in at least two of the following areas: labour economics, Canadian economic problems and policies, public finance, economic thought, introductory economics and mathematical economics. Qualifications: doctorate or near completion with teaching experience preferred. Rank and salary will be in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, consideration in the first instance will only be given to Canadian citizens and permanent residents. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT ALLISON UNIVERSITY. Department of Economics. Applications are invited from candidates with a strong commitment to undergraduate teaching and research in the fields of Canadian Economic History and History of Economic Thought, although strong candidates in other fields are encouraged to apply. Other fields of interest include: Money & Banking, Public Finance, Labour Economics, and Industrial Relations. Candidates should have a Ph.D. (completed or near completion), preferably with a strong record in teaching and research. It is anticipated that a probationary appointment will be made effective July 1, 1985 (subject to budgetary approval), although an appointment with tenure is a possibility particularly if the candidate is already at the Associate or Professor ranks. 1985-86 salary ranges will be: Assistant Professor...$29,398 - $39,002; Associate Professor...$32,729 - $52,242; Professor...$41,167 - $64,374. Applications, including a curriculum vitae, and the names of three referees, should be sent to: Professor George J. De Benedetti, Head, Department of Economics, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is March 15, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Economics. Applications are being accepted for: 1. One or more appointments in ranks commensurate with candidates qualifications. 2. Ph.D. with competence in both scholarship and graduate (M.A.) and undergraduate teaching. 3. Applicants with main or secondary specialization in one or more of the following areas are sought to apply: International Economics, Labor Economics. 4 Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. 5. Applications, including a curriculum vitae and references, should be sent to Dr. R.R. Kerton, Acting Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. Effective date of appointment, July 1, 1985. 7. Closing date for receipt of applications, February 28, 1985. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Economics. The Department of Economics anticipates making a two-year term appointment commencing July 1, 1985 at the rank of lecturer or assistant professor. This position requires a completed or nearly completed Ph.D. in economics and evidence of strong graduate training, scholarly research and effective teaching at the graduate and at the undergraduate level. This position is subject to budgetary approval. The successful candidate is expected to contribute to the research and teaching capacity of the department in the area of micro or macro theory. Applied theorists in public finance, international trade or monetary economics will also be considered. Letters of application, curriculum vitae and the names and addresses of three persons familiar with the work and potential of the applicant should be sent by March 2, 1985 to Douglas A. Smith, Chairman, Department of Economics, Carleton University, Ottawa, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Open to both men and women.

UNIVERSITY OF MANITOBA. Economics. The Department of Economics at the University of Manitoba has a number of vacancies for one-year term positions, beginning July 1985, subject to funding availability. Applications are invited from both women and men specializing in Labour Economics, Industrial Relations, Econometrics, Canadian Economic History or Macro-Economics. Applicants must have a Ph.D. or be close to completion of the Ph.D. program. Proven teaching experience is desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including curriculum vitae and the names of three referees) to Professor John Loxley, Head, Department of Economics, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Applications accepted until 1 March 1985.

YORK UNIVERSITY. OLENDON COLLEGE. The Department of Economics anticipates making (subject to University approval) an appointment in the Assistant Professor level. This will be either a tenure-track or contreclually limited appointment. Applicants should have a Ph.D., well-developed research interests, high-level training in modern quantitative methods, and a capecity to teach effectively in both English and French; it is enticipated that the preponderance of undergraduate teaching duties will be in French. Participation in the graduate programme in Economics is also envisaged. Desirable fields of specialization include macro-economic theory, development economics and public sector economics Letter of application, a curriculum vitee, and the names of three references should be sent to the Chairman, Department of Economics, Glen-

don College, York University, 2275 Bayview Ave., Toronto, Ontario, M4N 3M6, not later than March 15, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE YORK. COLLEGE GLENDDON. Le Département de science économique prévoit la création d'un poste de professeur adjoint (sous réserve d'approbation finale par l'Université). Il s'agira soit d'un contrat limité, soit d'un engagement menant à la permanence. Les candidats doivent être titulaires d'un doctorat, s'intéresser activement à la recherche, avoir un haut niveau de compétence en méthodes quantitatives modernes, et pouvoir enseigner efficacement en anglais et en français; le plupart des cours é enseigner du premier cycle sere en français. Eventuellement, ils eveinet donner des cours niveau de 2e et 3e cycle en économie. Domeines de spécialisation préférés: la théorie macroéconomique, l'économie du développement et l'économie du secteur public. Les candidates doivent edresser eanet le 15 mars 1985 une lettre de candidature, un curriculum vitae et le nom de trois répondants au directeur du Département de science économique, Collége Glendon, Université York, 2275 avenue Bayview, Toronto, Ontario, M4N 3M6. Conformément eux dispositions du service d'immigration, cet annonce s'adresse aux citoyens canadiens et eux résidents permanents.

EDUCATION

MOUNT SAINT VINCENT UNIVERSITY. Education. Mount Saint Vincent University, Department of Education is accepting applicetions for a coordinator for the Master of Arts Program in School Psychology. Responsibilities include teaching graduate courses in individual intelligence testing and psychoeducational diagnosis and remediation, supervising a seminar and practicum, coordination of student recruitment and selection, program planning and development, and community liaison. The duties of each courses in educational psychology or special eoucetion would be an asset. Qualitlcetions: Ph.D. in School Psychology (or related field), registration or eligibility for registration as a psychologist in Nova Scotia, experience as e school psychologist with some teaching experience preferred. Rank and Salary: In accordance with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susen Clerk, Dean of Human end Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY. Education. Mount Saint Vincent University, Department of Education is accepting applications for a full-time position. The position will require teaching in both the undergraduate (B.Ed.) and graduate programs as well as supervision of student teachers. Candidates will also be expected to conduct research in their area(s) of expertise. The department is looking for an individual who can complement the department's existing strengths. Preference would be given to elementery methods (science, social studies), special education or computer applications. Qualifications: Ph.D. or Ed.D in an appropriate discipline and appropriate teaching experience. Rank and Salary: in accordance with qualifications and experience. In accordance with Canadian immigration regulations, consideration in the first instance will only be given to Canadian citizens and permanent residents. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susen Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY. Education. Mount Saint Vincent University, Department of Education is accepting applications for a full-time position in the psychology of exceptional children. The position will require teaching in both the undergraduate (B.Ed.) and graduate programs as well as supervision of student teachers. Candidates will also be expected to conduct research in their area(s) of expertise. The department is looking for an individual who can complement the department's existing strengths. Preference would be given to elementery methods (science, social studies), special education or computer applications. Qualifications: Ph.D. or Ed.D in an appropriate discipline and appropriate teaching experience. Rank and Salary: in accordance with qualifications and experience. In accordance with Canadian immigration regulations, consideration in the first instance will only be given to Canadian citizens and permanent residents. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susen Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

MOUNT SAINT VINCENT UNIVERSITY. Education. Mount Saint Vincent University, Department of Education is accepting applicetions for a full-time position in educational Psychology commencing July 1, 1985. Candidates should have interests and teaching experience in at least two of the following fields: learning, educational measurement and evaluation, special education, and computer assisted instruction. Responsibilities include teaching B.Ed., Masters level and in-service courses, thesis direction and some supervision of student teachers as wells as pursuing an active on-going program of research. Qualifications: Ph.D. and teaching experience. Rank and salary will be in accordence with qualifications and experience. In accordance with Canadian immigration requirements, consideration in the first instance will only be given to Canadian citizens and permanent residents. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

LAKEHEAD UNIVERSITY. Faculty of Education. The Faculty of Education of Lakehead University invites applications for a tenure-stream appointment in Special Education. Candidates should hold a doctorate in an appropriate academic area with a particular focus on learning disabilities. Candidates must hold a teaching certificate and have teaching experience of the elementary and/or secondary level(s) and provide a statement of a proven record of research and scholarly activity. Duties will include an appropriate combination of undergraduate and graduate teaching/student supervision, and research and scholarship. Some off-campus teaching and/or co-ordination of Special Education courses may be required. Rank and salary will be commensurate with qualtiications and experience. Canadian immigration regulations require that applications from Canadian citizens and landed immigrants be given preference Appointment effective July 1, 1985. Send full curriculum vitae and names of three referees to The Office of the Dean, Faculty of Education, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

YORK UNIVERSITY. Faculty of Education. York University, Faculty of Education, Invites applications for 12 appointments, all of which are tenure stream or tenure-track, of which 6 may emerge, depending on candidate qualifications and interests: (1) in foundations (socialization and child development, classroom interaction and group processes) for the pre-service, in-service and graduate programs; (2) in science education, particularly for the pre-service program in the eree of the elementary school curriculum, but also for the in-service program; (3) in educational administration, particularly for the Faculty's certificate program in the erea of the elementary school curriculum; (4) in the pedagogical use of computers across the curriculum and across school age levels, primarily for the in-service program; (5) in special education and the pedagogical use of computers, primarily for the in-service program; (6) in curriculum theory (curriculum design and evaluation and the social context of curriculum including relations between school and society, political influences and critical pedagogy); (7) in language and learning problems, particularly for the graduate program; (8) end (9) primarily in learning impairment particularly in the graduate program in language and learning problems, but also with strengths to contribute to other program areas in the general pre-service and in-service programs. (10), (11) and (12) in pedagogy (curriculum design and methods of teaching) primarily for the pre-service program in the area of the elementary school curriculum. For these positions, the ideal candidates would have successful school-based experience, a record of scholarly and teaching excellence; an appropriate advanced degree or equivelent achievement; research, methodology and/or program design skills; and e demonstrated ability to collaborate with field and university colleagues. Rank end salery will be commensurete with qualifications and experience. All positions are pending University approval and would commence September 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permanent residents Applicetions should be sent as soon as possible to: Dean Andrew Hunter, Faculty of Education, York University, 4700 Keele Street, North York, Ontario, M3J 1P3.

CONCORDIA UNIVERSITY. Education. Concordia University's graduate programme in Educational Technology invites applications for a visiting professor position for one year at any rank. Candidates will be expected to teach graduate courses and/or conduct research projects. Candidetes must have a Ph.D. in Ed. Tech. and graduate programs as well as supervision of student teachers. Candidates will also be expected to conduct research in their area(s) of expertise. The department is looking for en individual who can complement the department's existing strengths. Preference would be given to elementery methods (science, social studies), special education or computer applications. Qualifications: Ph.D. or Ed.D in an appropriate discipline and appropriate teaching experience. Rank and Salary: in accordance with qualifications and experience. In accordance with Canadian immigration regulations, consideration in the first instance will only be given to Canadian citizens and permanent residents. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susen Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

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MOUNT ALLISON UNIVERSITY. Department of Education. Applications are invited for a probationary appointment at the rank of assistant professor or associate professor in the field of Curriculum Studies. Candidates should hold a doctorate and have teaching experience at the elementary or secondary school level. Duties will include teaching in the B.Ed. program end supervision of student teaching. Experience in in-service teacher education will be a decided asset This position, which is subject to budgetary eqproval, would be filled effective July 1, 1985. 1985-86 salary range: assistant professor $26,398 - $38,002; associate professor $32,729 - $52,242. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. William B. Hamilton, Head, Department of Education, Mount Allison University, Sackville, New Brunswick, EOA 3C0. Closing date for receipt of applications is March 31, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Education. Curriculum Studies (Social Sciences). Applications are invited for a probationary position with responsibilities to commence July 1, 1985. Ph.D. or Ed.D. (or equivalent) is required as well as school teaching experience. This is intended to be a senior appointment open to scholars with an international reputation and an excellent teaching record. Candidates should be prepared to assume a major research and graduate teaching role in the curriculum studies field, as well as possible administrative responsibilities in at least one of the preservice social science teaching options. Rank and salary commensurate with qualifications and experience. Closing date for applications is March 31, 1985. Applicants should send a curriculum vitae and the names of three referees to: Dean P.B. Park, The Faculty of Education, The University of Western Ontario, London, Ontario, N6G 1G7 in accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permenent residents. In Equal Opportunity Employer. Position is subject to budgetary approval.

UNIVERSITY OF MANITOBA. Faculty of Education. Teaching English As A Second Language. Applications are invited for a two year full-time term appointment at the rank of Assistant or Associate Professor. The incumbent will be expected to teach undergraduate and graduate students in TESL instruction and to develop and apply traditional and modern methodology in the supervision and guidance of graduate students. The successful applicant will have a Ph.D. and experience in teacher education, in the public school system and in second language teaching. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete vitae and applications with the names and addressee of three references should be forwarded to: Dr. B. Jenkinson, Department of Curriculum, Humanistic and Social Sciences, the University of Manitoba, R3T 2N2. Closing date for application is March 1, 1985 and the start date will be July 1, 1985

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of Curriculum. Applied Linguistics - Second Language: DISE Modern Language Centre. A tenure-track appointment is to be made beginning in the 1986-87 academic year at the rank of Assistant or Associate Professor in the Modern Language Centre, Department of Curriculum, Ontario Institute for Studies in Education. Applicants must have a doctorate end must be admissible to the School of Graduate Studies of the University of Toronto. They must be able to teach graduate courses at the Master's and Doctoral levels in the area of the descriptive end educational linguistics of French. This is particular reference to French as a second language, as well as related language education courses. Further, applicants must have demonstrated capacity to undertake end direct successfully large-scale research and development projects in this field, as well as experience, as well as be willing and able to conduct relevant field development and field service activities. The successful applicant will be expected to show evidence of a high level of scholarship, recognized expertise and an ability to make a substantial and sustained academic contribution to the field. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Applications including an up-to-date curriculum vitae and the names of three or more references should be submitted by April 15, 1985 to: Dr. Alan Hamilton, Assistent Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of Adult Education. Applications are invited for a tenure or tenure-stream position in Adult Education et the Associate or Full Professor level in the area of adult learning, development, or aging. The applicant should have a broad based conceptualization which may include analyses of class, gender, ethnicity and the social espects of aging. We are seeking an established scholar. Must be acceptable to the School of Graduate Studies, University of Toronto. Adult Education is a graduate department with a large master's and doctoral program. Duties include graduate teaching, supervising student thesis research, inquiry and scholarly publication, field development and professional writing. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Applications including an up-to-date curriculum vitae and the names of three or more referees should be submitted by April 1, 1985 to Dr. Michael Phillips, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6

UNIVERSITY OF REGINA. Faculty of Education. The Faculty of Education will require Sessional Instructors during the 1985 Summer Session. Applications are invited for the following areas: Courses: Curriculum Studies; Educational Psychology; Counselling; Educational Administration; Reading and Language Arts; Physical Education; Special Education Undergraduate Courses: Elementary Physical Education; Guidance; Recreation; Special Education; Art Education; Mathematics Education; Science Education; Social Studies; Reading/Language Arts; Foundations; Educational Psychology; Exceptional Children; Learning Disabilities; Counselling; Media and Library Education. Preference will be given to candidates eligible for employment in Canada at time of application. Send application letter and curriculum vitae, by March 1, 1985, to: Dr. J. Wilkinson, Associate Dean, Faculty of Education, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.

UNIVERSITE SAINTE-ANNE. Départment de pédagogie. Didactique des disciplines enseignées à l'élémentaire. Professeur Fonction: Le poste comprend l'enseignement du 1er cycle, la recherche et la participation à la vie universitaire. Exigences. Doctorat en éducation (ou scolarité de doctorat, en instance de thèse); excellent bilinguisme, le maîtrise avec expérience pertinente et le désir de compléter des études de doctorat. Spécialisation dans la didactique des disciplines enseignées à l'élémentaire. Forte compétence en français. Expérience de l'salle de classe au niveau élémentaire. Le candidat retenu aura rang de professeur adjoint ou agregé avec possibilité de permanence. Traitement selon la convention collective. Entrée en fonction, le 1er juillet 1985. Les demendes accompagnées du curriculum vitée doivent être envoyées au plus tôt à: Sœur Thérèse Muise, Ph.D., Vice-recteur à l'enseignement, Université Sainte-Anne, Pointe-de-l'Eglise, Nouvelle-Ecosse, B0W 1M0.

ELECTRONICS

CARLETON UNIVERSITY. Department of Electronics. Applications are invited for e position at assistant or associate professor level, in the general area of communications and integrated circuit electronics. Specific areas of interest are integrated circuit design, computer aided design, digital techniques and systems design and communications. The successful epplicent will be involved in undergraduate and graduate teaching, graduate supervision, in one or more of the above areas. Applicants should have a Ph.D. or equivalent in electrical engineering and research and/or teaching experience in relevant fields. Possibilities also exist for a short-term instructor appointment as well as for postdoctoral positions. Rank and salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a detailed resume, together with the names of three referees, to Professor M.A. Copeland, Department of Electronics, C.J. Mackenzie Building, Carleton University, Ottawa, Ontario, K1S 5B6. These positions are open to both men and women.

ENGINEERING

CONCORDIA UNIVERSITY. Centre for Building Studies. The Centre has openings for tenure-track faculty positions for immediate or January 1985 application are sought from candidates whose interests and expertise lie in one or more of the following areas: Computer-Aided Building Design; Computer Building Environment; Building Energy Analysis and HVAC; Building Performance and Enclosure Technology; Engineering for Buildings, and Construction Management. Successful candidates will have a Ph.D. related to any of these areas and related working experience. Duties include teaching at graduate and undergraduate levels, supervision of graduate students and research. Research positions are also available. In accordance with Canadian requirements, this advertisement is directed primarily to Canadian citizens and permanent residents. Bilingualism (English and French) will be an asset Salary and rank are negotiable depending on academic qualifications and experience. Send a complete resume with three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8

UNIVERSITY OF ALBERTA. Mechanical Engineering. The Department of Mechanical Engineering at the University of Alberta is taking applications for a teaching position at the Assistant Professor level (salary range $29,720 - $42,920) in the general area of Solid Mechanics and/or Dynamics. The successful applicant will have at least one of his/her degrees in Mechanical Engineering and be willing to participate in the teaching of basic core courses in Mechanical Engineering including laboratories and design seminars. The successful applicant will be required to develop a viable research program including having the ability to attract and supervise graduate students within the framework of the facilities and broad interest existing in the department. Please submit Curriculum Vitae, description of research goals and interests, and the names, addresses and telephone numbers of three referees to M.G. Faulkner, Chairman, Department of Mechanical Engineering, Mechanical Engineering Building, University of Alberta, Edmonton, Alberta, T6G 2G8, Canada The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for submitting applications is March 31, 1985.

LAKEHEAD UNIVERSITY. School of Engineering. Applications are invited for two tenure-track faculty positions from Mechanical Engineers with expertise in one or more of the following: Machine Design, Production Systems, Solid Mechanics, Dynamics, Vibrations, CAD/CAM. Candidates are expected to have a Ph.D. or M.Sc. and equivalent experience to the strong undergraduate teachers, and to be capable of conducting research in the area of specialization or related fields. Consulting activity is encouraged and rank will be determined by experience and qualifications. Canadians and Landed Immigrants will be given preference. Please submit curriculum vitae with the names and address of three referees to: Dean of University Schools, Lakehead University, River Road, Thunder Bay, Ontario, P7B 5E1.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Mechanical Engineering. Positions are expected to be available in the field of design and manufacturing at the Assistant or possibly the Associate Professor levels. Successful candidates will be required to teach undergraduate and graduate courses in engineering design and/or manufacturing. Of importance to the Department's program are design methodology, machine design, conventional manufacturing processes such as milling, welding, metal cutting and forming and computer aided methods of manufacture utilizing NC machines and robots. In addition, the successful candidate will be required to establish a research program in machine design and/or innovative manufacturing methods involving CAD/CAM techniques. The department has an established design and manufacturing activity including courses at the graduate and undergraduate levels. Facilities also include NC milling machines, an NC lathe, an industrial robot, and a VAX 11/750 departmental computer. Workshops offering CAD/CAM techniques currently provide demonstrations and experience for students in manufacturing methods and support research in the manufacturing area. Positions are available immediately, subject to availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents, although non-Canadians can at this time be considered for one of the positions. The University of British Columbia offers equal opportunity to qualified male and female applicants. Send curriculum vitae to: Dr. D.B. Cherchas, Search Committee Chairman, Design and Manufacturing, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., V6T 1W5, Canada. Telephone (604) 228-4902

MCGILL UNIVERSITY. Electrical Engineering. The electrical engineering department of McGill University is seeking a research engineer who will be responsible for the day-to-day operations of a research program on thin film applications in Microwave Acoustics and in Acoustic Signal Processing. Ideally preferably have a Ph.D. in electrical engineering or engineering physics and have a minimum of two years of post-doctoral or equivalent experimental experience. The successful candidate will be responsible for developing and maintaining the experimental facilities and the computer software capebilities of the research group. Salary is commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Additional information, to include full curriculum vitae and names of three references, should be sent to: E.L. Adler, department of electrical engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7

UNIVERSITY OF SASKATCHEWAN. Electrical Engineering. The Electrical Engineering Department of the University of Saskatchewan has one tenure track level opening in the area of power electronics or power systems applications using microprocessors at the Assistant Professor level. Applicants should be interested in developing a strong research program and committed to quality teaching at both undergraduate and graduate levels. A Ph.D. degree is necessary and industrial experience is regarded as an asset. Appointment will be made in accordance with qualifications and experience. Interested candidates should send a resume including the names of at least three references to Dr. A.M. El-Serafi, Chairman, Electrical Engineering Research Subcommittee, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. The closing date for receipt of applications is February 28, 1985.

THE UNIVERSITY OF OTTAWA. Department of Electrical Engineering. Applications are invited for a tenure track faculty position beginning July 1, 1985. The candidate should have interests in one or more of the following areas: Circuit Integration (VLSI); Computer Engineering; Signal Processing; Systems, Control and Robotics. A strong interest in undergraduate as well as graduate teaching and research is mandatory Excellent opportunities exist for sponsored research and industrial contacts. The graduate program in electrical engineering is fully integrated with that of Carleton University The names and addresses of three referees are requested as well as a complete resume. In accordance with Canadien immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications to be made to: Dr. Willem Steenaart, Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

CARLETON UNIVERSITY. Electrical Engineering/Computer Engineering. Applicants are invited for tenure track, term, or visiting appointments at the assistant/associate professor levels. Duties will include teaching and research at the undergraduate and graduate levels in areas such as micro computer applications in automatic control or communications, real-time programming, microprocessor hardware and architecture, computer design. A strong hardware/software background is required. The department's computing facilities include, in addition to the university's main frame, an Ethernet based LAN consisting of 4 VAX 11/750s, SUN 68000s, many PDP 11s, 8086s, and an Intel development system network. Applicants should have a Ph.D degree or equivalent in Electrical Engineering or a related discipline In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents, however, others may be eligible. The positions are open to both men and women. Send C.V and names of references to: Dr. Bernard Paquerk, Chairman, Department of Systems and Computer Engineering, Carleton University. Ottawa, Canada, K1S 5B6.

CARLETON UNIVERSITY. Department of Mechanical and Aeronautical Engineering. A tenure track position is open at the Assistant or Junior Associate Professor level Candidates should have an interest in design, and in particular Aided Computer Design. A strong interest in Computer Aided Design laboratory development is desirable Duties include undergraduate and graduate teaching and participation in the research program In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is open to both men and women Send C.V and the names of three referees to: Professor H.I.H Saravanamuttoo, Chairman, Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Canada, K1S 5B6.

MCGILL UNIVERSITY. Electrical engineering. Postdoctoral and research associate positions available in laboratory at McGill University, Montreal. Two temporary full time positions for one year, with possibility of extension, to work with Dr. L.I. Shih on semiconductor thin film preparation, photovoltaic devices fabrication and characterization. Requirements: Ph.D. in Electrical Engineering or Applied Physics, excellent background in characterization of photovoltaic materials and devices. Experience on thin film preparation preferred. Send resumes to: Dr. I. Shih, Electrical Engineering Department, McGill University, 3480 University Street, Montreal, P.D., H3A 2A7, Canada.

CONCORDIA UNIVERSITY. Department of Mechanical Engineering. The Department of Mechanical Engineering at Concordia University is seeking applications for a limited Term Appointment at the rank of Lecturer/Professor to start immediately. The person appointed to this position will undertake teaching and graduate supervision for the newly implemented Master of Engineering program in Aeronautical Option, in coopera tion with Ecole Polytechnique and McGill University. This is a Limited Term Appointment for two years with possibility of renewal based on performance and availability of funds. The Department of Mech B Eng, M Eng, and Ph.D. programs and has a well established faculty research activity. Applicants should have a Ph.D with a high promise of excellence in teaching and proven ability to conduct significant independent research. The areas of specialization required for the position are aerodynamics, propulsion, dynamics, design, and controls with regard to aerospace applications. Industrial experience and facility in French are desirable. The successful candidates will be expected to seek external funding for research, demonstrate scholarship through publications, and develop fruitful contacts with industry. Salary will be competitive. Applications, including detailed curriculum vitae and names of three referees should be sent to Dr. T.S. Sankar, Chairman, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO. Chemical Engineering. Applications are invited for a tenure track faculty position in the area of Polymer Science and Chemical Engineering. The minimum qualification is a recent Ph.D. in Chemical Engineering with specialization and industrial experience in the area of Polymers As well as having the potential to make a strong contribution to the polymer research activity in Chemical Engineering and Chemistry, the successful candidate will be expected to be an excellent teacher in some of the following areas: polymers, physical chemistry, thermodynamics and kinetics. At Waterloo, professors working in the polymer area are expected to contribute to the activities of the Institute for Polymer Research. Transfer of newly invented technology into the industrial sphere can be actively pursued through the Waterloo Centre for Process Development. Interested applicants should send resumes to Dr. E. Rhodes, Chairman of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. The position will remain open until a successful

candidate has been selected, however, it is hoped that this position will be filled on or before April 1, 1985. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens of permanent residents.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. Applications are being accepted for the position of Assistant Professor in the areas of semiconductor devices, computer-aided design, computer engineering and high voltage engineering. Qualifications include a recent Ph.D. in Electrical Engineering and a commitment to excellence in research and teaching at both the undergraduate and graduate levels. Candidates will be expected to conduct a high quality research program in an area compatible with the interests in the department. Salary offered will depend on qualifications. The minimum salary for the assistant professor level is $26,100.00. Those interested should send their resumes to the Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective immediately but positions will remain open until filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Engineering Science. Mechanical Engineering. Applications are being invited for a limited-term appointment in Mechanical Engineering at the Assistant Professor level. Outstanding applicants may be considered for a probationery appointment. Minimum qualifications are a Ph.D (or equivalent) in Engineering with research and/or industrial experience in computer aided design and manufacturing (CADCAM). The candidate's area of interest within CADCAM should include, in order of preference, machine design, solid machanics and/or manufacturing. The academic duties of the position include participation in the establishment of a teaching and research program in CADCAM, graduate student supervision and teaching at the undergraduate and undergraduate levels. The appointment is effective July 1, 1985. The processing of applications will commence on April 1, 1985. Applications including curriculum vitae and names of three referees may be sent to. Dean G.F. Chess, P. Eng., Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer. The University is especially interested in encouraging women to apply

UNIVERSITE DU DUEBEC A TROIS-RIVIERES. Departement d'Ingenierie. Le département d'ingénierie désire recruter les services d'un chercheur postdoctoral pour l'une de ses équipes de recherche qui oeuvre dans les domaines suivants: productique, *contrôle de la qualité, hygiène et sécurité industrielles*, robotique, systèmes de vision intelligent, ICFAO, électronique de puissance, ultrasons. Un salaire initial minimum de 20,000$ sera offert. Possibilité éventuelle d'occuper carrière à titre de professeur pour les candidats pouvant enseigner en français. Veuillez faire parvenir un curriculum vitae détaillé à Dr. Jacques J. Brochu, Directeur du Département d'ingénierie, 3351, Boul. Des Forges, C.P. 500, Trois-Rivieres, DC, G9A 5H7

ENGLISH

DALHOUSIE UNIVERSITY. Department of English. The Department of English invites applications for a probationary tenure-track position at the assistant professor, commencing July 1, 1985. Applicants must be in the field of Victorian literature, preferably with a specialization in poetry. The closing date for applications is March 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizen and permanent residents. With respect to the employment of women Dalhousie University is an affirmative action employer. Applicetion should be made to: Professor Bruce Stovel, Chairman, Department of English, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. Division of Humanities and Languages. Position in English. The Saint John Campus of the University of New Brunswick invites applications for a sabbatical replacement appoint ment (1985-1986) in English at the Lecturer or Assistant Professor level. Preference will be given to candidates who are able to should be sent to Professor Michael Treadwell, Chairman, Department of English Literature, Trent University, P.O Box 4800, Peterborough, Ont., K9J 7B8 before 1 March, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. English Literature. Applications are invited for a one-year limited term appointment at the senior lecturer or the floor of the Assistant Professor rank, to begin 1 July, 1985, in the fields of English drema (perticularly Shakespeare), and Utopian literatura. Some teaching of the main University campus may be required. Ph.D. and teaching experience in the above-named fields required. A third appointment is subject to budgetary approval. All applications, accompanied by full curriculum vitae showing qualifications and previous experience and giving the names of at least three referees, should be sent to Professor Michael Treadwell, Chairman, Department of English Literature, Trent University, P.O Box 4800, Peterborough, Ont., K9J 7B8 before 1 March, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. English Literature. Applications are invited for a one-year limited term appointment, at the senior lecturer or the floor of the Assistant Professor rank, to begin 1 July, 1985, in the field of Canadian literature. Ph.D. and teaching experience in the above-named field required. This position is subject to budgetary approval. All applications accompanied by full curriculum vitae, showing qualifications and previous experience and giving the names of at least three referees should be sent to Professor Michael Treadwell, Chairman, Department of English Literature, Trent University, P.O Box 4800, Peterborough, Ont., K9J 7B8 before 1 March, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. English. The Department of English at Queen's University hopes to be able to make a one-year appointment in Romantic Literature, possibly renewable for one year, from September 1985. Preference will be given to candidates having a Ph.D., publications in the field and teaching experience. Secondary strength in American literature would be useful. The level of appointment and salary will be according to qualifications. Responsibilities may include thesis supervision and teaching according to Canadian citizens and permanent residents. Male and female applicants are equally encouraged to apply. In compliance with Canadian immigration regulations, Canadian citizens and permanent residents will be given preference. Applications should be accompanied by a curriculum vitae and the names of referees, and should be addressed to: Dr. D.O. Spelt|gue, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. The closing date for applications is 15 March 1985.

UNIVERSITY OF SASKATCHEWAN. English. The Department of English, University of Saskatchewan, invites applications for a tenure-track position at the rank of Assistant Professor. The candidate's area of specialization should be Commonwealth and Canadian literature. The Ph.D. is essential; teaching experience and publication would be advantageous. The appointment, subject to budgetery review. will begin on 1 July 1985. Applicants should send a curriculum vitae and the names of three referees to: Dr. Claud A. Thompson, Chairmen, Department of English, University of Saskatchewan, Saskeloon, Saskatchewan, S7N 0WO. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY DF GUELPH. Department of English. The Department of English at the University of Guelph invites applications to make a tenure track appointment in Canadian Literature at the Assistant Professor level to begin July 1985. Candidates should have a Ph.D., a strong record of teaching and publication in the field. Responsibilities will include thesis supervision at graduate level as well as general teaching duties. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae, a list of publications and the names of three referees and should be addressed to Dr. G.D. Killam, Chairman, Department of English Language and Literature, University of Guelph, Guelph, Ontario, N1G 2W1. Closing date for applications is 1st March 1985. Position subject to final budgetary approval.

UNIVERSITY DF WATERLDD. English. Applications are being accepted for the position of assistant professor in the teaching of composition and language; secondary interests in critical theory and/or Canadian literature would be advantageous. Qualifications include Ph.D., teaching experience, and evidence of high scholarly potential II is the intention of the University of Waterloo that its researchers in recent Ph.D. graduates appointed as Assistant Professors wherever possible. Duties will include the teaching of both writing and literature courses. Salary will be competitive. Those interested should send applications to Dr. William R. Macnaughton, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is July 1, 1985. Application will remain open until suitable qualified Position is subject to budgetery approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

UNIVERSITY DF REGINA. English. Applications are invited for the position of Visiting Professor, August 1985 to July 1986, a half-time twelve month appointment at the Assistani Professor level, effective July 1, 1985, subject to budgetary approval. Candidates must have a Ph.D. and university teaching experience. The successful applicant will teach one class each semester. The teaching assignments will be related to his or her current research project. Please send a complete curriculum vitae and the names of three referees to Dr. A.K. Kelly, Acting Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The closing date is March 1, 1985. fn accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and landed immigrants in Canada.

UNIVERSITY DF TORONTO. English. University of Toronto, Department of Old English. The Dictionary of Old English invites applications for 2 Editors (Research Associates) for a term of three years, renewable for a fourth. Must have a Ph.D. or equivalent thesis degree in Old English language and literature with concentration in Old English philology. A solid background in Latin and a knowledge of the cognate Germanic languages are essential. The positions involve both research and writing entries for the Dictionary of Old English. The starting salary will be no less then $28,000. Closing date for applications is 1 March 1985. Appointments begin 1 July 1985. Send curriculum vitae and ask three referees to write on your behalf to Professor Ashley Crandell Amos, Dictionary of Old English, Room 14285, Robarts Library, University of Toronto, Toronto, Ontario, M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY DF PRINCE EDWARD ISLAND. English Department. 1. Applications are invited for a one-year term appointment at the assistant professor level. 2. Ph.D. degree plus evidence of success as e teachar at the undergroduate level required. 3. Successful applicant will be expected to teach courses in College Composition, Introduction to Literature, and Canadian Literature. 4. Salary commensurate with qualifications and experience. 5. Curriculum vitae and three letters of reference should be sent to Professor Robert Gardiner, Chairman, Department of English, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. 6. Appointment will be effective July 1, 1985, subject to budgetary approval 7. Closing date for accepting applications is March 31, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

ENVIRONMENTAL STUDIES

BROCK UNIVERSITY. Environmental Studies. Institute of Urban and Environmental Studies. Applications are invited for a tenure-track position at the Assistant Professor level, effective July 1st, 1985. The candidate should hold e Ph.D. In Urban Studies, Environmental Studies, Resource Management or related field. Preference will be given to candidates with inter-disciplinary background, undergraduate teaching experience, and e publication record Teaching assignment will consist of undergraduate courses. The successful candidate will be expected to develop a strong research program in an area such as resource policy, economic planning; Great Lakes studies; impact assessment; energy; or development and environment. Applicants should send a curriculum vitae and names of three referees to: The Director, Institute of Urban and Environmental Studies, Brock University, St. Catharines, Ontario, L2S 3A1 In accordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval.

YORK UNIVERSITY. Faculty of Environmental Studies. Applications are invited for two tenure-stream positions Duties include teaching, advising, supervision of graduate students, and administration in this interdisciplinary graduate Faculty which draws together a range of fields concerned with the critical problems of human relations with physical and human environments. Student programs are based on self-directed learning and development of individual plans of study. (1) In the field of Urban and Regional Planning. Candidates should have additional interests in one or more of the following areas: future studies, policy analysis, rural planning and social planning. Ph.D. degree or equivalent professional qualifications required Preference will be given to applicants who are interdisciplinary in approach, have a strong background in theory combined with a firm grounding in planning practice, have teaching experience, an active research record, and are attuned to emerging developments in the planning field. (2) In the field of Social and Organizational Chenge. Candidates should be oriented towards one or more of the following areas: the political economy of organizations, technology and organizational change, community development, voluntary organizations, and social/organizational change methods Ph.D. degree or equivalent qualification required. Preference will be given to applicants who have an interdisciplinary approach, a strong background in theory combined with experience in practical settings, have an active research record, and are attuned to emerging developments in organizational change field. These appointments are subject to university and budgetary approval, are at the Assistant or Associate Professor level, with salary according to scale and commensurate with qualifications and experience. To commence July 1, 1985. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dean E. Crowley, Faculty of Environmental Studies, York University, North York, Ontario, M3J 2R2. Closing date for applications is May 15, 1985. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ETHNOLOGIE

UNIVERSITE LAVAL. Ethnologie. Professeur en Ethnologie Historique du Canada Français. Le candidat devra posséder un doctorat en histoire ou en ethnologie et être compétent dans ces deux domaines. Intérêts de recherche spécialisés: L'environnement matériel et le quotidien des débuts de la Nouvelle-France à l'industrialisation. Charge de travail: Recherche et supervision d'étudiants aux deuxième et troisième cycles en ethnologie historique du Canada français; enseignement de premier cycle en histoire et en ethnologie du Québec traditionnel. Sélection: La préférence sera accordée aux personnes qui ont fait leurs preuves en recherche; dont la compétence correspond au champ de recherche privilégié; qui sont familières avec divers modes de diffusion; qui collaboreront aux projets du Département et conditions de travail: Selon le convention collective en vigueur. Date d'entrée en fonction: 1er juin 1985. Le Département souhaite favoriser la candidature de femmes. Faire parvenir un curriculum vitae et trois lettres de recommandation, avant le 28 février 1985, confidentiellement, au: Raoul Cardinal, Saxon, directeur, Département d'histoire, Faculté des lettres, Université Laval, Québec, Québec, G1K 7P4.

FAMILY THERAPY

UNIVERSITY OF GUELPH. Department of Family Studies. Applicallone are invited for a tenure track position from those with teaching and research interests in family theory, family dynamics and marital/family therapy. Along with relevant undergraduate teaching the successful candidate will have a major responsibility for the instruction and clinical supervision of graduate students in marital and family therapy. Ph.D., a strong commitment to research, and eligibility for Approved Supervisor status with AAMFT are required. Salary is commensurate with experience. Starting date negotiable, 1st July 1985 preferred. Send a resume and the names of three referees to: Dr. B.A. Ryan, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval. In accordance with Canadian immigration requirements, this position is directed to Canadian citizens and permanent residents.

FINANCE/MANAGEMENT

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a faculty position in the Department of Finance and Management Science beginning September 1, 1985. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. J. Colin Dodds, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for two faculty positions in the Department of Finance and Management Science beginning September 1, 1985. Applicants should have a Ph.D (or be near completion). The successful candidates will teach graduate and undergraduate courses in (1) quantitative/menagement science, (2) information systems, (3) computer science, (4) data processing. The rank of each position is open and salary is competitive. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents of Canada. Applications should be sent to: Dr. J. Colin Dodds, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; (902) 429-9780.

UNIVERSITY DF QTTAWA. Faculty of Administration. The Faculty of Administration at the University of Ottawa invites applications for a tenure-track appointment in Management Information Systems at the Assistani, Associate, or Full Professor level effective July 1, 1985. Tenure-track appointments require PhD degree in hand or near completion. Applicants will participate in the teaching of courses at the graduate and undergraduate levels and must demonstrate an ability to underteke research activities. Knowledge of both official languages (English and French) will be considered a definite asset. Salary level will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent as soon as possible to the Dean, Faculty of Administration, 275 Nicholas, University of Ottawa, Ottawa, Ontario, K1N 6N5. Applications from Canadian citizens, landed immigrants, and those eligible for employment in Canada a the fiime of application will be given priority.

UNIVERSITY OF WATERLOO. Department of Menagement Sciences. A definite term appointment is available for an individual to teach in at least one of the areas of engineering economics, organizational behaviour, management Information systems or management of technology. This position is for a two year renewable term and is scheduled to begin on September 1, 1985. Rank and salary are commensurate with experience Candidates should have a Ph.D or be near completion in a field related to one of the above areas. In addition, at least one of the candidates degrees should be in a field related to law. Applicen ts should send a curriculum vitae and names of three references to Professor M.J. Magazine, Chairman, Department of Management Sciences, Faculty of Engineering, University of Weterloo, Ontario, N2L 3G1.

UNIVERSITE D'OTTAWA. Faculté d'Administration. Postes à un ou deux termes en systèmes informatiques de gestion (M.I.S.), à partir du 1er juillet 1985. Les candidat(e)s aspérant obtenir la permanence devront avoir complété leur Ph.D. ou être près de le larminar. La Faculté offre des programmes dans la domaine des systèmes informatiques de gestion au niveau du premier et de la maîtrise. En plus de l'enseignement dans ces programmes, le candidat, devra démontrer une capacité de diriger et de mener à bien des travaux de recherche dans ce domaine. Tous les cours sont offerts en français et en anglais; le bilinguisme sera considéré comme un aloul. Rang et salaire établis en fonction des qualifications et de l'expérience. Les demandes (incluant curriculum vitae détaillé et références) doivent être envoyées à Gilles Paquet, Doyen, Université d'Ottawa, Faculté d'Administration, 275 rue Nicholas, Ottawa, Ontario K1N 6N5.

FOOD SCIENCE

UNIVERSITY OF SASKATCHEWAN. Food Science. Assistant Professor in Food Microbiology. Applications are invited for a tenure track position available on July 1, 1985 (subject to budgetary approval). A Ph.D. in Food Science with specialization in food microbiology, or in microbiology with a strong background in food science, is required. Duties will include undergraduate and graduate teaching, research and extension/industrial liaison. There is scope for collaborative research, both within the University and with personnel in local government laboratories and industrial concerns are excellent. Salary range (1983-84): $27,983 - $33,599. Submit applications, including a curriculum vitae, a statement of research interests, reprints of key publications, and the names and addresses of three referees, to Dr. G.S. Jones, Head, Department of Applied Microbiology and Food Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO, Canada. Applications will be received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Food Science. The Department of Food Science, University of Guelph invites applications for a tenure track position at the Assistani Professor level. Candidates should have a Ph.D. in Dairy Science or in Food Science, with a strong background in Dairy Science Teaching responsibilities include Dairy Science at undergraduate and graduate levels Excellent opportunities exist for the development of a research program in Dairy Science with funding from government and industry Applicents should have a strong interest in working in a multidisciplinary environment and should be prepared to work closely with other academic and industrial scientists. Salary is commensurate with qualifications. Send full curriculum vitae, selected reprints, and the names of three references to Dr. A.B. Morrison, Chairman, Department of Food Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval and commences 1st August 1985. Deadline for applications is 15th May 1985. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens and permenent residents.

FORESTRY

THE UNIVERSITY OF BRITISH COLUMBIA. Forasiry. Post-Doctoral Assistants. The Natural Science and Engineering Research Council of Canada (NSERC) has offered Forestry Faculties in Canadian Universities a special program of post-doctoral assistani-ships to help Forestry Faculties to recruit candidates for possible future positions on the faculty and to provide leadership in research. The successful candidates are awarded $21,720 annually for a maximum period of two years. We are interested in 1st UBC In obtaining an inventory of candidates for the following areas: Timber Engineering, Chemical Utilization of Wood, Analytical Chemistry, Economics of Forest Engineering, Economics of Harvesting Systems, Forest Management and Inventory, Remote Sensing, Forest Policy, Tree Physiology, Silviculture. Interested applicants are invited to submit a curriculum vitae, and a one-page statement of research interests. All replies will be acknowledged, end further information will be sought from suitable applicants. Please direct all replies to Dr. R.W. Kennedy, Dean, Faculty of Forestry, The University of British Columbia, Vancouver, B.C., V6T 1W5.

FRENCH

MOUNT SAINT VINCENT UNIVERSITY. French. Mount Saint Vincent University invites applications for a tenure-track appointment in French beginning July 1985. Appointment will be at the assistent professor level. Applicants should have a doctorate. Research and experience in language teaching are required. Knowledge of literary history is also desirable. Principal duties: leaching in undergraduate language programmes at all levels, possibility of teaching lilerelure or civilization courses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent legal residents of Canada. Applications, with c.v. and names of three referees, should be addressed to Sister Patricia Mullins, Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6, before March 15, 1985.

UNIVERSITY DF NEW BRUNSWICK. SAINT JOHN CAMPUS. Division of Humanities and Languages. Position in French The Saint John Campus of the University of New Brunswick invites applications for a sabbatical replacemenl appointment (1985-1986) in French at the Lecturer or Assistant Professor level. Specialization in linguistics or applied linguistics is preferred. Principal duties will be teaching undergraduate courses in French language and literature. Should have their PhD or be near completion. Salary is based on rank and experience and is competitive. Please send a c.v. and three letters of reference to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John, New Brunswick, E2L 4L5. In accordance with Canadian immigration requirements, priority must be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY DF WINNIPEG. Department of French. Applications are invited for an anticipated tenure-track position at the rank of lecturer or assistani professor to teach introductory intermediate and advanced language courses. Candidates must have at least two years teaching experience at the undergraduate level; preference will be given to those with a Ph.D. or B.D. in Linguistics and Phonetics. Salary commensurate with qualifications and experience. Applicel lons, including a curriculum vitae and the names of three referees should be submitted by March 1, 1985 to: Dr. C. Harvey, Chairmen, Department of French, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents.

MOUNT ALLISON UNIVERSITY. Department of French. Applications are invited for a one-year appointment at the rank of lecturer or assistant professor. Primary responsibility will include the teaching of language, and possibly general linguistics or contemporary methods of literary criticism. Qualifications desired: Ph.D. or Ph.D. near completion, and one year's university-level teaching experience. Formal training in linguistics or contemporary methods of criticism an asset. This position, which is subject to budgetary approval, will be filled effective July 1, 1985. 1985-86 salary range: lecturer $21,179 - 32,200; assistani professor $26,398 - $36,002 And $1,000, including a curriculum vitae and the names of three referees, should be sent to: Dr. Peter Edwards, Head, Department of French & Spanish, Mount Allison University, Sackville, New Brunswick, E0A 3C0 Closing date for receipt of applications is March 4, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Department of French. Applications are invited for a nine-month sabbatical replacement at the lecturer/assistant professor level for the 1985-86 academic year. PhD preferred with native or near-native command of French. Experience an asset for teaching undergraduate courses in French language. Salary competitive with qualifications and experience. Applications, including curriculum vitae, should be sent to Dr. Robert Kehlor, Head, Department of French, Acadia University, Wolfville, N.S., B0P 1X0. Applications received until position is filled. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITE YORK. COLLEGE GLENDON. Département d'études françaises et hispaniques. Mise en concours de deux postes (ou plus) d'enseignement de la langue française. L'un de ces postes est susceptible de mener à la permanence. Le nombre de postes disponible est sujet à l'approbation finale de l'Université. Conditions requises: Maîtrise en linguistique appliquée à l'enseignement du français ou diplôme équivalent. Plusieurs années d'expérience dans l'enseignement du français; Bonne connaissance des techniques d'enseignement du français parlé; Publications et recherches, création de matériel pédagogique. Bonne maîtrise de l'anglais. Fonctions: Enseignement, participation à l'élaboration de programmes. Salaire conforme à la convention collective (salaire de base minimum de 1984-85: $20,960.00. Entrée en fonction juillet 1985. Faire parvenir son curriculum vitae et trois lettres de recommandation à Mme Jene Couchman, Directrice du département d'études françaises et hispaniques, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. Conformément aux règlements de l'immigration canadienne, ces postes sont réservés aux Canadiens et aux immigrants reçus.

McGILL UNIVERSITY. French Summer School/Ecole française d'été. Professeurs de littérature française niveau "Full Professor." Dates: 29 juin au 10 août 1985. Les candidats (candidates) doivent être titulaires d'un doctorat ès lettres, avoir plusieurs années d'expérience de l'enseignement universitaire et des publications pour contribuer charge d'enseignement: 4 cours de 3 heures per semaine (niveau Maîtrise) sur les sujets suivants: 1. Mme de Sévigné; 2. Renaissance de Corneille; 3. J.-J. Rousseau; 4. J. Giraudoux; 5. Léopold Sedar Senghor, Poèmes; 6. L'Image de la France dans l'opinion française. 7. Le mouvement des Idées religieuses en France; 8. Méthodologie du commentaire de textes français. Traitement: 3,000$ canadiens. Curriculum vitae, liste de publications et descriptions de 4 cours choisis parmi la liste ci-dessus avec bibliographie doivent être adressés avant le 15 mars 1985, à l'Attention de la Directrice, Ecole française d'été, Université McGill, Peterson Hall, 282, 3460 rue McTavish, Montréal, Qc., H3A 1X9. N.B. Ce concours est ouvert aux Canadiens et aux immigrants reçus seulement.

UNIVERSITE LAURENTIENNE. Francais. Le Département de Français de l'Université Laurentienne est à la recherche de deux professeurs de langue. L'enseignement du français langue maternelle en situation minoritaire au niveau du premier cycle universitaire. Les candidats doivent posséder une solide formation linguistique et avoir une certaine expérience de l'enseignement aux adultes. Traitement en fonction des diplômes et de l'expérience. Postes à combler à partir du 1er juillet 1985. L'Université Laurentienne offre des chances égales d'emploi aux hommes et aux femmes qualifiés. En conformité avec les exigences de l'Immigration canadienne, le préference sera accordée aux citoyens canadiens et aux résidents permanents. Adresser curriculum vitae pas plus tard que le 4 mars 1985 à Laure Hesbois, Directeur, Département de français, Université Laurentienne, Sudbury, (Ontario), P3E 2C6.

GEOGRAPHY

BRANDON UNIVERSITY. Geography. One year appointment in Physical Geography (sebbelical repfacement), subject to budgetary approval. 1) Rank dependent on qualification and experience. 2) Ph.D. preferable, interest and preferebly experience in teaching. 3) Normal teaching load, 3 half courses/term. Required courses to be taught: Introduction to Weather & Climate; Canada: A Regional Geography; North American Weather Systems; Systems Analysis in Geography. Additional teaching options: Glacial Geomorphology; Hydrology and River Mechanics; Atmospheric Science; other options if possible. 4) Salary dependent upon qualifications and experience. Assistant Professor salary renge 1984-85, $26,706 - $37,100. 5) Application with detailed curriculum vitae, copies of publications and names and addresses of three referees should be sent to Dr. John Sewell, Chairman, Geography Department, Brandon University, Brandon, Manitobe, R7A 6A9. Phone (204) 727-9766. 6) Position begins September 1, 1985. Closing date March 1st, 1985, or when position is filled. 8) In accordance with Canadien Immigration requirements, this advertisement is directed to Canadian citizens and/or permanent residents of Canada.

TRENT UNIVERSITY. Geography. Application is invited for a limited-term appointment (subject to budgetary approval) for a physical geographer for a period of one or two years commencing 1 July, 1985. Applicants should have a Ph.D. and some teaching experience. Teaching responsibilities will include a physical geography course at the second or third-year level as well as contributions to the first-year introductory course and the second-year quantitative methods course. Preference will be given to e geomorphotogiel. The appointment will be at the senior Lecturer or Assistant Protessor level, depending on qualifications and experience. Letters of application, with curriculum vitae and the names of three referees, should be sent to Professor G. Nader, Chairman, Oepertment of Geography, Trent University, P.O. Box 4800, Peterborough, Ont, K9J 7B8, by February 28, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Department of Geography. Two positions. Both subject to University approval. (1) Assistent Professor. Tenure Irack. Physical geographer specialising in hydrology or soil science. The appointee will teach at the introductory and advanced level in his/her field of speciality, and contribute to a course in resource analysis. Ph.D. and e strong commitment to research are required. (2) Assistant Professor. 3-yeer sessionel appointment. Economic/resource geographer with interests in resource analysis and management. Ph.D., strong research record, and practical experience desired. In accordance with Canadien Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Application deadline, 1 March, 1985. Apply: Glen Norcliffe, Chelman, Department of Geography, York University, 4700 Keele Street, North York, Ontario, Canada, M3J 1P3. Phone 416/667-3916.

GEOLOGY

GEOLOGICAL ASSOCIATION OF CANADA, Cordilleran Section. The Charlie Ney Visiting Lectureship. The purpose of the Ney Lectureship, which is supported by the Cordilleran Section of the Geological Association of Canada, is to bring prominent earth scientists to Vancouver's large geological community made up of exploration, government and university geologists. The lectureship is aimed at, but is not restricted to, those on sabbatical leave and is tenable for 3 months beginning at ey time from September, 1985 to February, 1986. It will carry en honorarium of $4,000 and office facilities will be available at the University of British Columbia and the Geological Survey of Canada. The Ney Lecturer will be expected to help contribute lectures to a pertinent course or courses at the University and to conduci a short course or series of lectures for the downtown mineral exploration community. Applications or nominations should be received by Paul L. Smith (President of the Cordilleran Section, Geological Association of Canada, P.O. Box 398-Station A, Vancouver, B.C., V6C 2N2) before March 30th, 1985.

UNIVERSITY OF SASKATCHEWAN. Geological Sciences. The Department of Geological Sciences has a vacant tenurable position at the Assistant Professor rank for e geological engineer/engineering geologist to teach undergraduate and graduate courses and to pursue research in experimental rock mechanics or mining geotechnics. Secondery interests in structurel geology or geophysical methods of geophysical processes could be advantageous Good opportunities exist for joint research with locally based industry. Applicants should normally be about to receive the Ph.D. and Ideally should be eligible for registration as a Professional Engineer. Send application, detailed personal resume including names of at least three referees, and other supporting data to W.G.E. Caldwell, Head, Department of Geological Sciences, University of Sesketchewan, Sesketoon, Saskatchewen, S7N OWO. In eccordance with Canadien immigration regulations, priority will be given to qualified Canadian citizens and permanent residents of Canada.

McMASTER UNIVERSITY. Geology. Isotope Geochemistry/Mass Spectromelry. McMaster University invites applications for e tenure track position at the Assistant or Junior Associate Professor level. The candidate should have completed the Ph.D. degree and preferebly have postgraduate research experience. A strong background in the theory and practical use of mass spectrometers is essentiol. Familiarity with software, including interfacing, would be a definite asset. At McMaster, there are a number of mass spectrometers for the analysis of both stable and redlogenic isotopes. Present acquisitions include an ICP quedrupole/mass spectrometer and e 5-collector solid source mass spectrometer. The successful candidate will be expected to pursue an independent research program, as well as interect strongly with an active group of geochemists at McMaster. The closing date for applications is March 15, 1985. In accordance with Canadien Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Send resume, transcripts and the names of three reterees to: Dr. R.H. McNutt, Chairman, Department of Geology, McMaster University, Hamilton, Ontario, L8S 4M1.

GERMAN

McGILL UNIVERSITY. Department of German. Associate professor of German, tenure-track, subject to budgetary approval. 2. Ph.D. native or near native ability in Germen, teaching experience; record of research & publication in 18th century literature or AGe of Goethe. 3. Language courses; undergraduate, graduate literature courses, thesis supervision. 4. $34,407. 5. Curriculum vitae, names and addresses of three reterees, to be sent to Peter M. Daly, Chairman, Department of German, McGill University, 1001 Sherbrooke Street W., Montreal, P.Q. H3A 1G5. 6. September 1, 1985. 7. When position filled. 8. In accordance with Canadien Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HEALTH STUDIES

UNIVERSITY OF WATERLOO. Health Studies. Applications are being accepted for the position of Assistant or Associate Professor, tenure track position, pending funding, with joint appointment between the Oepertment of Health Studies and Statistics. Research experience and interest in both epidemology and biostetistics is preferred. Normelly, the successful applicent will be expected to teach epidemiology at both graduate and undergraduate levels in the Department of Health Studies and teach statistics/biostetistics in the Department of Statistics and Actuarial Science. Both Health Studies and Statistics have a strong applied research emphasis; in eddition to their teaching responsibilities, taculty are expected to develop an active research program. In accordance with Canadien Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. Starting date: September 1, 1985 or earlier. Salary negotiable. Send curriculum vitae and names and addresses of three referees to: Dr. K. Prkachin, Chairman, Health Studies/Statistics Search Committee, Department of Health Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

HISTORY

UNIVERSITY OF ST. JEROME'S COLLEDE. History. Applications are invited for a tenure track appointment at the rank of Assistant Professor in Canadian history. Ph.D. required with demonstrated excellence in teaching and scholarship. Administrative experience would be an asset. Teaching duties will include an undergraduate survey and additional courses according to candidate's specialty. Canadian Catholic Church history is the preferred area with political and social history as secondary fields. Salary will be commensurate with qualifications and experience. Applications including curriculum vitae and the names of three references should be sent to Dr. Kenneth McGoogan, Chairman, Department of History, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. The starting date of this position is July 1, 1985. In accordance with Canadian immigretion requirements this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Department of History. Saint Mary's University invites applications for a full-time eight-month position in Canadien History at the assistant protessor level. Applicants should have the following qualifications a doctoral degree, teaching experience and research competence in Canadian History. Successful candidate will be expected to teach a Canadian survey and additional courses at e higher level. The appointment will commence September 1, 1985. In accordance with Canadien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with complete curriculum vitae and three letters of reference should be sent to: Dr. Hugh Cameron, Chairperson, Department of History, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

SAINT MARY'S UNIVERSITY. Department of History. Saint Mary's University invites applications for a full-time tenure-track position in Canadian History at the assistant professor level to be shered between the Department of History and the interdisciplinary Atlantic Canada Studies Program. Applications from candidates of higher rank may be considered. Applicants should have the following qualifications: e doctoral degree, publications, teaching experience, and a general competence in Maritime Canadian history. The successful applicant will be expected to teach undergraduate and graduate courses and supervise graduete theses. The appointment will commence on September 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications with complete curriculum vitae and three letters of reference should be sent to: Dr. Hugh Cameron, Chairperson, Department of History, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

YORK UNIVERSITY. Faculty of Arts. Department of History. Applications are invited for e tenure-stream appointment at the rank of Assistant Professor in Pre-Confederation History with an emphasis on French Canada. Ph.D. required. Teaching experience and publications necessary. Knowledge of quantitative methods desirable. Salary dependent on qualifications and experience. Applications, including curriculum vitae and names of three referees should be sent to: Professor Paul E. Lovejoy, Chairman, Department of History, Faculty of Arts, York University, Downsview (Toronto), Ontario, M3J 1P3. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for en 8 months sessionel appointment in Canadian History, from September 1, 1985, (with possible renewal in 1986), conditional on funds being made available. Applicants will be expected to teach several sections a of the Canadian history survey. They must have pessed their doctoral qualifying examinations. Ph.D. preferred. Salary commensurate to qualifications; present salary floor is $16,080. Applications should include e curriculum vitae and be supported by three confidential letters of appraisal sent directly to Dr. U. Trumpener, Chairmen, Department of History, University of Alberte, Edmonton, Alberte, T6G 2H4. The University of Alberta is an equal opportunity employer but, in accordance with Canadien immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. History. The Department of History, Concordia University, invites applications for e limited appointment (1 August 1985 - 31 May 1987) as a leave replacement, at the rank of Assistant Professor. Major specialization must be in 19th Century Canadian history. Applicants must have a Ph.D. and e strong record of research as an undergreduate teacher. The current floor for Assistant Professor is $27,916 p.a. Applications, including curriculum vitee and the names of three referees should be sent to: Professor Charles L. Bertram, Chairman, Department of History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreel, Oue., H3G 1M8.

UNIVERSITY OF PRINCE EDWARD ISLAND, History Department. 1. Assistent Professor, sabbatical replacement, position subject to budget approval. 2. Ph.D. in History. 3. Teach undergreduate courses in Canadian and American History. 4. Dependent upon qualifications and experience. 5. Send Curriculum Vitee with names of three referees to: Professor Reginald C. Stuart, Chairman, Department of History, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. 6. Begins 1 July 1985. 7. Deadline 15 March 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Division of Humanities and Languages. Position in History. The Saint John Campus of the University of New Brunswick invites applications for a sabbatical replacement appointment (1985-1986) in History at the Lecturer or Assistant Professor level. Preference will be given to candidates who are able to teach the following undergraduate courses: Introduction to the History of Britain, Europe since 1789, and any senior courses with e modern British or European specialization, or Urban Studies, or History of Science and Technology. Applicants should have the PhD or be near completion. Salary is based on rank and experience and is competitive. Please send a cv and three letters of reference to: Dr. Peter Mcahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5. In accordance with Canadian Immigration requirements, priority must be given to Canadian citizens and permanent residents. Applications will be accepted until the position is tilled.

YORK UNIVERSITY. Glendon College. Department of History. Subject to University approval, a one-year temporary position will be available in 1985-86. The successful applicant will teach three courses in Canadian and post-1500 European history and a survey course in Canadian history. The rank will be that of assistant professor; the salary will be $21,000 p.a. Ph.D. or the demonstrated capacity to teach in French as well as communicate effectively in English are necessary. Ph.D. degree, preferably in Modern European history, is required. Publications are desirable. Send curriculum vitae and the names of three referees to Professor Michel Horn, Chairman, Department of History, Glendon College, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6, before February 28, 1985.

THE UNIVERSITY OF MANITOBA. History Department. Sessional Appointments. The Department of History, University of Manitoba, invites applications for a seven month sessional appointment in European/Social history (September 1, 1985 - March 31, 1986). Salary: $23,500. The Ph.D. and teaching experience in Canadian history are necessary. Women and men are encouraged to apply. In compliance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to availability of funds. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor John Kendle, Chairman, Department of History, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for application is March 15, 1985.

THE UNIVERSITY OF MANITOBA. History Department. Sessional Appointments The Department of History, University of Manitoba invites applications for a seven month sessional appointment in European/Social history (September 1, 1985- March 31, 1986). Applicants should be prepared to teach an introductory course on Western Civilization plus courses on Capitelism and Socialism. Salary: $23,500. The Ph.D. and teaching experience in Canadian history. Women and men are encouraged to apply. In compliance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to availability of funds. Applications should be accompanied by a curriculum vitee and each applicant should ensure that at least three letters of reference are sent to Professor John Kendle, Chairman, Department of History, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for application is March 15, 1985.

THE UNIVERSITY OF MANITOBA. History Department. Sessional Appointments The Department of History, University of Manitoba invites applications for a seven month sessional appointment in European/Social history (September 1, 1985- March 31, 1986). Applicants should be prepared to teach an introductory course on Western Civilization plus courses on Capitelism and Socialism. Salary: $23,500. The Ph.D. and teaching experience in Canadian history. Women and men are encouraged to apply. In compliance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to availability of funds. Applications should be accompanied by a curriculum vitee and each applicant should ensure that at least three letters of reference are sent to Professor John Kendle, Chairman, Department of History, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for application is March 15, 1985.

BISHOP'S UNIVERSITY. History. Applications are invited for e one year temporary position to replace a faculty member on leave during the academic year 1985-86. Applicants with a Ph.D. are preferred. The successful candidate will teach semester courses in American History (colonial and National periods and the history of the Presidency). The starting date is July 1, 1985. Applications with curriculum vitee and the names of three referees should be addressed to: Dr. K.J. Kuepper, Dean of the Faculty, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

UNIVERSITE YORK. Collège Glendon. Département d'Histoire. Sujet à l'approbation finale de l'Université un poste temporaire d'un an sera disponible pour l'année 1985-86. Le candidat enseignera trois cours en français, deux au sujet de l'histoire de l'Europe après 1500 et un cour de revue au sujet de l'histoire canadienne. Le poste sera au niveau de professeur adjoint; le salaire sera $25,620 (feux de 1984-85). Le candidat devrait faire preuve de sa capacité d'enseigner en français et de bien communiquer en anglais. Le doctorat, préféré en histoire de l'Europe moderne, est désirable. Envoyer curriculum vitae accompagné des noms de trois répondants à Professeur Michel Horn, Directeur, Département d'Histoire, Glendon College, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6 avant le 28 février 1985.

UNIVERSITY YORK. History. Université York, Le Département d'Histoire, Faculté des Lettres sollicite des candidatures pour un poste de professeur pouvait prendre la charge de cours de professeur adjoint en Histoire du Canada (pré-Confédération) avec spécialisation en Histoire du Canada français. Doctorat obligatoire. Expérience de l'enseignement et publications nécessaires. Connaissance de méthodes de quantification souhaitable. La candidature doit comporter eu curriculum vitae detaillé avec le nome de trois répondants et être envoyée à Professeur Paul E. Lovejoy, Chairman, Department of History, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3. Conformément aux règlements de l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

HOME ECONOMICS

MOUNT SAINT VINCENT UNIVERSITY. Home Economics. Mount Saint Vincent University, Department of Home Economics, invites applications for full-time and part-time appointments in the areas of Family Studies and Home Economics Education, beginning July 1, 1985. The department offers bachelor degrees in a number of concentrations within the discipline of Home Economics and a Masters of Arts degree in Home Economics Education. Qualifications: Ph.D. in Home Economics or the subject area. Rank and salary: in accordance with qualifications and experience and Canadian Canadian immigration requirements, consideration in the first instance will only be given to Canadian citizens and permanent residents. Send curriculum vitae with transcripts and the names of three referees to: Dr. Susan Clark, Dean of Human and Social Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6

HUMANITIES

YORK UNIVERSITY. Humanities. The Division of Humanities, Faculty of Arts, York University, invites applications for e tenure-track appointment in the area of culture and the visual arts, to commence on July 1, 1985. This appointment is pending University approval. Candidates should have the appropriate scholarly strengths to teach an upper-level course in Canadian culture and the visual arts, and more broadly in the Western cultural tradition. In interdisciplinary programs from the first to fourth years A Ph.D. (or the equivalent) is required. The rank will depend on qualifications and experience. Letters with the names of three referees should be sent by March 4th 1985, to Professor Hugh Perry, Chairman, Division of Humanities, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants in the first instance. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armborst, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3

YORK UNIVERSITY. Italian. Tenure stream position at the Assistant Professor level in Italian language and linguistics beginning July 1, 1985. Position subject to University approval. Ph D or equivalent, for Alternate Stream. For Professorial Stream, M.A. or equivalent. Primary interest and demonstrated excellence in teaching Italian language at all levels. Candidate must be able to co-ordinate multi-section courses. Candidates who are also able to teach Italian literature culture courses preferred. Salary commensurate with experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and landed immigrants in the first instance Application deadline: March 31, 1985. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armborst, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

YORK UNIVERSITY. Italian. Tenure stream position at the Assistant Professor level in Italian Language and linguistics beginning July 1, 1985. Position subject to University approval. Ph D in Italian linguistics (indeed Applied Linguistics) or equivalent. Primary interest and demonstrated excellence in teaching Italian language at all levels. Candidate must be able to teach courses primarily in Italian linguistics (indeed applied linguistics), History of the Italian Language) as well as language courses at all levels. Salary commensurate with experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants in the first instance. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armborst, Chairman, Department of Languages, Literatures and Linguistics, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

YORK UNIVERSITY. Italian. Alternate Stream, tenure track appointment at the Assistant Lecturer level, beginning July 1, 1985. Position subject to University approval M.A. or equivalent required; demonstrated excellence in teaching Italian language courses at all levels, as well as upper-level courses in stylistics/translation. Candidate should be to teach introductory literature courses preferred. Salary commensurate with experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants in the first instance. Application deadline: March 31, 1985. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armborst, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

INDUSTRIAL DESIGN

CARLETON UNIVERSITY. School of Industrial Design. Applications are invited for a term position at the Assistant or Associate Professor level in the School of Industrial Design, Carleton University, effective July 1, 1985. The teaching duties will include introductory as well as advanced product design projects and courses in design theory. Candidates should have an academic background in Industrial Product Design and Engineering, have a minimum of three years practice in Industrial design and be experienced in design education. Salary commensurate with qualifications and subject to budgetary considerations. Applications should include a curriculum vitae with description of professional and educational career, and should be submitted before March 31, 1985, to the Director of the School of Industrial Design, Carleton University, Ottawe, Ontario, K1S 5B6. This position is open to both men and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY. International Affairs. The Norman Paterson School of International Affairs invites applications for e tenure track position at the rank of Assistant or Junior Associate Professor effective July 1, 1985. Preference will be given to candidates with a Ph.D. in the M.A. level. Candidate should have a Ph.D. in Economics, Political Science or e related Social Science discipline Third World experience is desirable. Areas of research and teaching experience should include development planning and development economics. Other desirable fields of experti se are development economics and international economics. Applications, including curriculum vitae and names of at least three references, should be sent to Maureen A. Molot, Acting Director, The Norman Paterson School of International Affairs, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: March 2, 1985 Hiring is subject to budgetary approval. Open to both men and women.

ITALIAN

UNIVERSITY OF ST. JEROME'S COLLEGE. Italian. Applications are invited for a sabbatical replacement at the rank of Assistant Professor, in the Department of Italian. Qualifications required: Ph D or equivalent; teaching effectiveness with undergraduate students. Period of appointment: July 1, 1985 through June 30, 1986. Salary: Assistant Floor, $26,100, negotiable according to experience. Applications and names of three reference cases should be mailed to Dr Peter J. Naus, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications: when position is filled. In accordance with Canadien immigretion requirements this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Italian. Tenure track appointment commencing July 1, 1985 in Italian language. Position subject to University approval. Professorial or Alternate Stream. For Professorial Stream, Ph D. or equivalent, for Alternate Stream, M.A. or equivalent. Primary interest and demonstrated excellence in teaching Italian language at all levels. Candidate must be able to co-ordinate multi-section courses. Candidates who are also able to teach Italian literature culture courses preferred. Salary commensurate with experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and landed immigrants in the first instance Application deadline: March 31, 1985. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armborst, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

JAPANESE

YORK UNIVERSITY. Japenese. Tenurable position at the Assistant Professor level in Japanese. Position subject to University approval. The successful candidate will be the 'anchor-person' in the Japanese language programme; s/he should have, or be about to complete, a Ph.D. in Japanese language or linguistics or applied linguistics with a strong specialization in Japanese or East Asian studies with a strong specialization in Japanese language, sophisticaied analytic or native-like knowledge of spoken and written Standerd Japanese, excellent command of English; some knowledge of learning problems of Cantonese, Hokkien and Korean speakers an advantage. Salery commensurate with experience. In accordance with Canadian immigretion requirements this advertisement is directed to Canadian citizens and landed immigrents in the first instance Application deadline: March 31, 1985. Applicants should arrange to have curriculum vitee, three letters of recommen-

dation, attestations to demonstrated teaching skill and transcripts sent directly to: Professor David Armborst, Chairman, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3

JOURNALISM

CONCORDIA UNIVERSITY. Broadcast Journalism. Applications are invited for a tenure track position in broadcast journalism at the level of Assistant Professor beginning June 1, 1985. Applicants should have a graduate degree (PhD preferebly) and a minimum of five years' professional experience in News, Public Affairs and Documentary radio and television. The successful candidate will supervise the broadcast journalism program and teach courses in broadcast journalism, advanced broadcast reporting, public affairs radio and television, and ethics and responsibility in broadcast journalism. Minimum starting salary will be approximately $28,000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is subject to budgetary approval. Applications should be sent to Dr. Enn Raudsepp, Director, Journalism Program, Concordia University, 7141 Sherbrooke St W, Montreal, P.Q., H4B 1R6 Deadline for applications: March 1, 1985

CONCORDIA UNIVERSITY. Journalism. Applications are invited for a contractually limited position in journalism at the Assistant Professor level, beginning July 1, 1985. Applicants should have a graduate degree and a minimum of five years' professional experience in print journalism. Duties will include teaching workshop courses in writing and reporting with some administrative and advisory work. Minimum salary would be approximately $28,000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is subject to budgetary approval. Applications should be sent to Dr. Enn Raudsepp, Director, Journalism Program, Concordia University, 7141 Sherbrooke St W, Montreal, P.Q., H4B 1R6 Deadline for applications: March 1, 1985.

LAW

THE UNIVERSITY OF BRITISH COLUMBIA. Faculty of Law. Assistant Professor. Subject to the availability of funds, the Faculty of Law, University of British Columbia plans to hire (for up to a three year, tenure track term appointment from July 1, 1985) a person to undertake teaching responsibilities and research in the area of commercial/corporate law. He/she will be in the range of $30,000 per annum. At a minimum a candidate should have an LL.B. and either significant experience in legal practice in the commercial/corporate area or an LL.M. Anyone interested in the position should send a curriculum vitae plus the names and addresses of three referees to: Professor James P. Taylor, Secretary, Appointments Committee, Faculty of Law, The University of British Columbia, 1822 East Mall, Vancouver, B.C., V6T 1Y1. Closing date for receipt of applications: March 4, 1985 In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

LIBRARY

THE UNIVERSITY OF BRITISH COLUMBIA. Library. The University of British Columbia Library requires e half-time Japanese Cataloguer to perform origina cataloguing of Japanese materials and to manage the Japanese Cataloguing Unit. Reporting to the Head of the Catalogue Records Division, this position supervises the work of three senior library assistants, and serves as the liaison between the Division and the Asian Library on matters concerning the processing of Japanese materials. The successful applicant will have a graduate degree in Library Science, fluency in the Japanese and English languages, and at least two years of cataloguing experience Preference will be given to applicants having experience with the Library of Congress classification and a computer-based catalogue A background in Japanese history and literature, knowledge of the Hepburn romanization system, and previous supervisory experience are desirable qualifications. Salary will be commensurate with qualifications and experience. If you are interested in this position, please apply in writing, including a current resume, to Erik de Bruijn, Assistant Librarian for Administrative Services, Libraran's Office, Main Library, University of British Columbia, 1956 Main Mall, Vancouver, B.C., V6T 1Y3 The University Library offers equal opportunity to qualified female and male applicants.

TRENT UNIVERSITY. University Librarian. Trent University invites applications and nominations for the position of University Librarian. The University Librarian is the chief administrator of the Thomas J. Bata Library and reports directly to the Vice-President (Academic). The library, with a current operating budget in the order of a million and a half dollars, has a collection of 370,000 volumes and 2,600 serial subscriptions. The library provides services for 3,000 undergraduate arts and science students and 50 graduate students as well as basic support for faculty research. The University Librarian provides leadership, and assumes responsibility, within a collegial structure, for planning, directing and evaluating all library operations. Qualifications: a candidate should hold a degree from an accredited library school or its equivalent The candidate should have held progressively more responsible administrative positions in an academic or research library and should be able to demonstrate excellent communication skills as well as knowledge of collection development, personnel management, budget planning, fundraising, automated systems and library space planning and use. The candidate should be strongly committed to professional staff development. An advanced degree in a disciplinary area is desirable Salary; to be negotiated; a five-year term appointment with renewal possibility. Deadline For Applications: March 15, 1985; appointment to commence July 1, 1985 Applications should be accompanied by a current curriculum vitae and the names of three referees. At least one of the referees should be able to evaluate the candidate's performance in his/her current position. Send applications and nominations to: Professor John Burbidge, Cheirman, Search Committee for a Universtiy Librarian, Champlain College, Trent University, Peterborough, Ontario, Canada, K9J 7B8

LINGUISTICS

CARLETON UNIVERSITY. Department of Linguistics. 1) Title of position: Assistent Professor, Term appointment (2 years); 2) Qualifications required: Ph.D. in Linguistics or in Second Language Education; Teaching experience at university/college level preferred; Ability to carry out research publications are an asset. 3) Nature of duties: Teaching of courses related to Second Language Education with concentration on English as a Second Language (Theory and Methodology) and courses in General Linguistics at the undergraduate level. 4) Salary offered: Subject to budgetary approval; (Floor $25,000). 5) Inquiries: Send C.V. and names of three referees to: Professor J. Rekusan, Department of Linguistics, Carleton University, Ottawa, Ontario, K1S 5B6, Canada. 6) Effective date of appointment: July 1st, 1985. 7) Closing date for receipt of applications: March 31st, 1985. In accordance with Canadian immigration requirements the advertisement is directed to Canadian citizens and permanent residents of Canada. Open to both men and women.

YORK UNIVERSITY. Linguistics. Contractually limited appointment (two to three years) in linguistics: Assistant Professor; Ph.D. and teaching experience required. Position subject to University approval. In addition to introductory and intermediate courses in core areas, candidates should be able to teach courses in at least three of the following areas: sociolinguistics, second language acquisition, animal communication, English as a world language, history of English. Salary commensurate with experience. Position to begin July 1, 1985. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants in the first instance. Application deadline: March 31, 1985 Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations to demonstrated teaching skill and transcripts sent direct ly to: Professor Robert Cox, Coordinator of Linguistics, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

CONCORDIA UNIVERSITY. TESL CENTRE. Applied Linguistics. The Centre for Teaching English as a Second Language at Concordia University announces an opening for a leave replecement at the level of Assistant Professor for the academic year 1985-86. The successful candidate should have e Ph.D. in Applied Linguistics or a closely related field and have experience in at least two of the following areas: lenguage teaching methods, training and supervision of student teachers, language acquisition, computers in language teaching, bilingual e ducation, language testing. Fluency in French is an important asset. In accordance with Canadien Immigration requirements, this advertisement is directed to Canedian citizens and permanent residents of Caneda. This position is subject to budgetary approval. Applications, including e resume, sample publications, and the names and addresses of three professional references should be sent to: Dr. P M Lightbown, Director, TESL Centre, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Que., H3G 1M8. Applications will be accepted until March 30, 1985, or until position is filled.

QUEEN'S UNIVERSITY. Strathy Language Unit. The Strathy Language Unit may have 2 postdoctoral 1 year positions in Linguistics to be filled es of May 1, 1985 The filling of them depends upon the avai e research funds. There will be twice renewable for 1 year terms, the renewal depending again upon the renewal of research funding. The positions will be for e research postdoctoral nature; they are connected with the project of publishing a guide to Canadian English usage Candidates expected to have completed Ph.D. studies in Linguistics. Their major interest should have been and should be in Canadian language studies with emphasis on lexicography. A knowledge ot word processing and of the application of computing in language study is required but is a qualification which will be considered Salaries will be paid at the SSHRC rate. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Candidates of either sex are invited to apply Those interested should write before March 15, 1985, to Professor W.C. Loughead, Director, Strathy Language Unit, Department of English, Queen's University, Kingston, Ontario, K7L 3N8.

LITERATURE

MCGILL UNIVERSITY. Comparative Literature. Applications are invited for a one-term visiting assistant professorship, Fall eemester 1985/86. Qualifications are the following: Ph.D. in hand, university teaching and some publications. The visiting Professor will have to teach two graduate courses in literary theory, drame and/or poetry one of which is to be cross-listed with the Department of English. Salary: $13,000 (to be confirmed). Write to Professor Marc Angenot, Director, Comparative Literature Program, Macdonald-Harrington Building, 815 Sherbrooke St. West, Montreal, Quebec, H3A 2K6 before March 1st 1985

VICTORIA COLLEGE. Renaissance Studies. Applications are invited for two tenure-stream appointments up to the rank of Associate Professor, subject to final budgetary approval. PhD in History or Italian Studies or related disciplines; significant publications and evidence of commitment to teaching at the undergraduate level are required. Graduate teaching experience also an asset. Candidates must be thoroughly familiar with and competent to work in both the Italian and Northern Renaissance periods or medieval and Renaissance Italian Literature. Duties will involve teaching at the undergraduate level and perhaps at the graduate level as well as administrative duties in the Renaissance Studies Program of Victoria College and the Centre for Reformation and Renaissance Studies at the University of Toronto. Administrative experience in university environment desirable. Salary and rank commensurate with qualifications and experience. Applications, including curriculum vitae and names and addresses of three referees should be sent to Professor A.F. Johnston, Victoria College, Toronto, M5S 1K7 before 1 March, 1985. The appointments commence 1 July, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants

VICTORIA COLLEGE. Literary Studies and Semiotics. Applications are invited for a tenure-stream appointment in Literary Studies and Semiotics at the rank of Assistant Professor, subject to final budget approval. PhD in Comparative Literature, Semiotics, English or a related field, significant publications, evidence of commitment to teaching at the undergraduate level and potential for graduate teaching are required. Candidates must be competent to work in both the Literary Studies Program and the Semiotics Program of Victoria College. Duties will involve teaching in both programs with emphasis initially on the Literary Studies Program. Salary commensurate with qualifications and experience Applications, including curriculum vitae and names and addresses of three referees should be sent to Professor A.F. Johnston, Principal, Victoria College, Toronto, M5S 1K7 before 1 March, 1985. The appointment will commence 1 July, 1985. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and landed immigrants

MATHEMATICS

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. NSERC University Research Fellows. The Department of Mathematics and Statistics of Simon Fraser University expects to support the egulfication of one or two NSERC University Research Fellows in the 1985/86 competition. The term of these Fellowships is normally five years and they are directed by the Natural Sciences and Engineering Research Council on a competitive basis. Compensation will be at the Assistant Professor level. Nominees must be Canadian citizens or permanent residents at the time of nomination. Those interested in applying for these Fellowships should write to Mathematics and Statistics Department at Simon Fraser University are invited to submit curriculum vitae, transcripts and at least five referee names to: Dr. G.A.C. Graham, Chairman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada.

YORK UNIVERSITY, GLENDON COLLEGE. Department of Mathematics. Applications are invited for two contractually limited positions at the level of Assistant Professor or Associate Professor commencing July 1, 1985. In the newly-established Mathematics Department of Glendon College. These appointments will be for at least one year. Their renewal is possible subject to available teaching requirements The candidates should hold e Ph.D. In mathematics having specelized in analysis or algebra, although other areas of puree or applied mathematics will also be considered. The ability to teach in both French and English is mandatory for both appointments. For a candidation for teaching and research, the successful candidates will be expected to participate in the administration of the Department and the development of its programme. Please send e curriculum vitae and three letters of reference to: Professor J.C. Bouhenic, Mathematics Department, Glendon College, York University, 2275 Bayview Avenue, Toronto, M4N 3M6. Application deadline: March 1, 1985. The salary for these positions is subject to final epproval and budgetary authorization. In accordance with Canedien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WESTERN ONTARIO. Department of Applied Mathematics. Post-doctoral fellowship. Applicatrons are invited from candidates with an interest in differential equations to carry out research on eigenfunction expansions arising out of wave propogation problems This position is subject to the availability of funds Applicants should possess the degree of Ph.D. in some suitable branch of pure or applied mathematics. Applications, naming three referees, should be sent to Dr. D. Naylor, Department of Applied Mathematics, University of Western Ontario, London, Ontario, N6A 5B9, from whom further information may be obtained This advertisement is directed to citizens and permanent residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA. Mathematics Department. Research position beginning July 1, 1985 or earlier. A recent Ph.D. graduate in physical oceanography or applied mathematics (geophysical fluid dynamics) is sought to carry out mixed-layer and numerical modelling of the Northeast Pacific Ocean. This modelling work is part of a recently funded NSERC Strategic Grant Project to study the interannual variability of the Northeast Pacific Ocean and its influence on sockeye salmon migration. The initial appointment will be for one year, with the possibility of a renewal extending to November 1, 1987. The position will be filled at the postdoctoral (ca. $22,000) or research associate (ca. $28,000) level according to the candidate's experience. In accordance with Canedien Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Closing date for applications is March 31, 1985. Send curriculum vitae and names and addresses of three referees to: Dr. A.J. Mysak, Department of Oceanography, 6270 University Boulevard, The University of British Columbia, Vancouver, B.C., V6T 1W5.

THE UNIVERSITY OF WINNIPEG. Mathematics. The Department of Mathematics and Statistics invites applications for a tenure track position at the assistant professor level in discrete mathematics effective September 1, 1985. PhD or equivalent. Teaching experience in teaching would be an asset. Duties include pursuing research in the appointee's area of expertise, and teaching courses at the undergraduate level. Salary is commensurate with rank and experience. A curriculum vitae should be forwarded to L.M. Ballen, Chair, Department of Mathematics and Statistics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. In addition, three referees should be requested to forward letters directly to the above address. Closing date for applications is March 15, 1985. The position is subject to budgetary conatraints. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Mathematics Department. The Mathematics Department will soonsor NSERC University Research Fellows for terms beginning July 1, 1986. Applications are invited for 1985/86. Candidates should have demonstrated high potential for research. In the past, successful candidates for NSERC University Research Fellowships have had at least one year of Post-Doctoral experience. Under NSERC regulations, candidates must be Canadian citizens or permanent residents of Canada. Subject to the availability of funds, the fellowships are for three years and renewable for a fourth year. Each NSERC University Research Fellow receives the salary of an Assistant Professor with comparable qualifications but teaches at most one course. Applications including C.V., list of publications and three letters of recommendation should be sent to: Dr. P. Gilkey, Department of Mathematics, 1984 Mathematics Road, The University of British Columbia, Vancouver, B.C., V6T 1Y4, before September 1, 1985.

ACADIA UNIVERSITY. Department of Mathematics. Applications are invited for a tenure track position at the level of Probability and Statistics, et the Assistant/Associate level. Ph.D. or nearly completed is desirable. Teaching responsibilities will consist of undergraduate courses in Stetistics and Probability. Salary according to qualifications. Send curriculum vitae to: Dr. P. Cashin, Acting Head, Department of Mathematics, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canedien citizens and permanent residents. Offer is subject to budgetary approval.

UNIVERSITY OF WINDSOR. Mathematics. The Mathematics Department at the University of Windsor anticipates the granting of two tenure track appointments at the Assistant Professor level. First consideration will be given to candidates in the following two areas: (a) Optimization (including statistical, theoretical and computational); (b) Numerical solutions of partial differential equations. The positions will commence July 1, 1985. Curriculum vitae and three letters of recommendation should be sent to: Dr. D.J. Britton, Department of Mathematics, University of Windsor, Windsor, Ontario, N9B 3P4, Canada. In accordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY. Department of Mathematics and Computing Science. The Department of Mathematics and Computing Science invites applications for a tenure-track position effective September 1, 1985. Applicants should have a doctoral degree in computing science; however, candidates with doctoral degrees in mathematics and a strong background in computing science are also encouraged to apply Duties will include teaching and research, and candidates with a demonstrated ability to teach undergroduate computing science courses will be given preference. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada; however, all qualified candidates are strongly urged to apply. Applications, including the names of three references should be sent to Dr. G.R. Scobey, Chairman, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3

THE UNIVERSITY OF BRITISH COLUMBIA. Mathematics Department. Several visiting instructors are required for Spring and Summer Session 1985 and Winter Evening Session 1985-86. Duties: teaching equivalent of full year course in compressed period of time. University teaching experience required. Return excursion or economy air fare may be provided for instructor teaching 1.5 unit courses but not dependents. One-way excursion or economy air fare may be provided for instructor teaching 1.5 unit courses but not dependents. Rank dependent on current position and experience. Salary $3,800 for instructors or Assistant Professors, $4,200 for Associate and Full Professors per full year equivalent course. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to: M. Sion, Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C., V6T 1Y4. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Mathematical Sciences. Title: One tenure-track position at the rank of Assistant, Associate, or Professor in Mathematical Sciences: Ph.D. at or near completion. Ability to contribute to the computing science program will be regarded favourably. 3. Responsibilities: Applicants must have e commitment to teaching at the undergraduate level and establishing a research program. Computing Facilities include two DEC-2060 mainframes and DEC Professional 350 stations, equipped with 10-Mbyte hard disks, running under a variety of computing systems, including VENIX. 4. Minimum salaries 1984-85: Assistant Professor: $26,319; Associate Professor: $36,000; Professor: $47,035. 5. Applications including a curriculum vitae, transcripts, and the names of three referees should be sent to: The Chairman, Department of Mathematical Sciences. The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada, T1K 3M4. 6. Effective Date: Probationary appointment beginning July 1, 1985. 7. Closing Date: March 2, 1985. 8. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA. Mathematics Department. The Department of Mathematics at the University of British Columbia expects to have a number of post-doctoral fellowships, several lectureships and visiting positions at the Assistant, Associate and Full Professor level for the year starting July 1, 1985, subject to the availability of funds. A Ph.D. or equivalent and University teaching experience and evidence of high potential for research in Mathematics are required. Since some positions will be partially supported by research grants, these positions will be filled by persons having responsibilities relating to the grant holders. In accordance with Canadian Immigretion Requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including C.V. and names of references, should be sent to M. Sion, Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C., V6T 1Y4. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

UNIVERSITY OF ST. JEROME'S COLLEGE. Mathematics. Applications are invited for the position of Assistant Professor of Mathematics. Tenure stream possible. Qualifications required: Ph.D. or equivalent, high scholarly promise, and, most important, teaching effectiveness with undergraduate students. Preferred area of expertise: discrete mathematics. Interest in cryptography. Starting date of eppointment: July 1, 1985. Salary: Assistant Floor, $26,910, negotiable according to experience. Applications and names of three references should be mailed to: Dr. Peter J. Neus, Academic Dean, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Closing date for applications: when position is filled. In accordance with Canadian Immigretion requirements this advertisement is directed to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY. Department of Mathematics. The department of Mathematics, Mount Saint Vincent University, invites applications for one or possibly two full-time tenure track positions. Assistant Professor level beginning 1 July 1985. A Ph.D. in Mathematics or a closely related field is required, as well as a demonstrated potential for excellence in teaching and research. All research specializations are of interest. Responsibilities include a range of three teaching courses of undergraduate courses in Pure and Applied Mathematics, Computer Science, and/or Statistics. Salary will be competitive with qualifications and experience. Please send e curriculum vitae and the names of three references to the Dean of Science, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Mathematics and Statistics. The Department of Mathematics and Statistics at the University of New Brunswick has a tenure track position for a Mathematician beginning July 1, 1985, subject to budgetary approval. Ph.D. or equivalent required. Duties to include undergraduate teaching, graduate student supervision, and research. Send an up-to-date curriculum vitae and the names of three referees to Dr. G.R. Meson, Chairman, Department of Mathematics and Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for two tenure-treck positions at the Assistant Professor level starting July 1, 1985. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Salary is approximately $31,000 (Canadian) per annum. Send vitae and arrange for three letters of reference to be sent to: J.W. Macki, Chairmen, Department of Mathematics, University of Alberte, Edmonton, Alberta, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadien immigration requiremeths, this advertisment is directed to Canadien citizens and permanent residents. Closing date for eppiications is February 28, 1985.

UNIVERSITY OF WATERLOD. Department of Applied Mathemetics. The Department of Applied Mathematics at the University of Waterloo wishes to sponsor strong candidates for the NSERC 1985-86 University Research Fellowship Competition. These fellowships are 5-year research positions. Duties of a University Research Fellow include teaching one full course in Mathematics and some supervision of graduate research. The research areas of the Department are varied. Areas of strength include: applied differential geometry and relativity, quantum theory of matter and its forces, applied nonlinear differential equations, fluid mechanics and foundations of statistical mechanics. Applicants should be Canadian citizens or landed immigrants interested candidates should send their Curriculum Vitae to B. Forte, Chairmen, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. They should also arrange for at lesst 3 letters of reference to be sent to the above address. Applications should be completed by July 1, 1985.

UNIVERSITY OF WATERLDD. Department of Applied Mathematics. Applications are invited for e tenure track position at the Assistant or Associate Professor level in the Department of Applied Mathematics, for a term beginning September 1, 1985. The successful candidate must have demonstrated outstanding research ability in this and the broad mathematical background. Preference will be given to applicants whose research interests are in the general area of partial differential equations, including both theoretical and applied aspects. However, outstanding applicants in other areas will also be considered. Resumes and three letters of recommendation should be sent to B. Forte, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Deadline for applications: April 30, 1985 or until position is filled. In accordance with Canadien Immigration requirements, this advertisement is directed only to Canedian citizens or Landed Immigrants.

DALHOUSIE UNIVERSITY. Transition Year Program and Department of Mathematics, Statistics and Computing Science. Applications are invited for e half-time, 2-year position in Mathematics, joint eppointment es Instructor in the Transition Year Program and Department of Mathematics, Statistics and Computing Science starting July 1, 1985. Qualifications are a B.Ed., M.A.T. or M.Sc. in Mathematics preferably with experience in teaching at the high school or university-level mathematics. The duties for TYP are to teach high school level mathematics, a tutorial, and carry out other duties assigned by the Director. In Mathematics, Statistics and Computing Science the duties are to teach one precalculus mathematics course. The closing date for receipt of applications is April 1, 1985. Send application and curriculum vitae including names and addresses of 3 referees to Dr. Barry Waterson, Director, Transition Year Program, Dalhousie University, Halifax, N.S., B3H 3J5. In accordance with Canadian immigration requirements this ad is directed to Canadian citizens and permanent residents of Canada. Dalhousie has a policy of affirmative action with respect to the employment of women.

UNIVERSITY OF OTTAWA. Department of Mathematics. Applications are invited for two temporary one-year positions for a three-year position et the level of assistant or associate professor commencing July 1, 1985; candidates should be fluent in both English and French. The other is e one-year renewable position et a rank depending on qualifications commencing September 1, 1985; demonstrated research ability required, English-French bilingualism is an asset. Applicants should send e curriculum vitae and arrange for at least three letters of reference sent to: M. Deruaz, Chairmen, Department of Mathematics, University of Ottawa, Ottawa, Ont., K1N 6N5. Applications will be considered until the position is filled. In accordance with Canedien immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE YORK. COLLEGE GLENDON. Département de Mathématiques. Mise en concours de deux postes de professeur adjoint au agrégé dans le Département de mathématiques tout nouvellement créé à Glendon. Ces postes comporteront initialement des contrats d'une durée d'au moins un an avec possibilité de renouvellement sous réserve de disponibilités budgétaires. Entrée en fonction le 1er juillet 1985. Conditions requises: 1) être titulaire d'un doctorat en mathématiques de préférence avec spécialisation en analyse ou en algèbre (mais les autres domaines de spécialisation seront aussi pris en considération) 2) être capable d'enseigner à la fois en anglais et en français. Devoirs: Outre l'enseignement et la recherche, les deux personnes sélectionnées devront participer aux travaux d'administration du Département et de mise en place du nouveau programme. Envoyer curriculum vitae et trois lettres de référence au Professeur

J.C. Bouhéniic, Département de Mathématiques, Glendon College, York University, 2275 Bayview Avenue, Toronto, M4N 3M6. Date de clôture du concours: le 1er mars, 1985. La disponibilité de ces postes reste soumise à une approbation finale et à des considérations d'ordre budgétaire. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents.

MEDICINE

UNIVERSITY OF ALBERTA. Medicine. The Division of Nephrology and Immunology, Department of Medicine, requires a physician to act as physician coordinator of the Clinical Renal Transplant program. Appointee will act with the Director of Renal Failure Programs (Northern Alberta) in preserving a coordinated management of the transplant needs of more than 350 patients with chronic renal failure (On-behalf of these patients have already received kidney transplants). Approximately 30 kidney transplants are performed each year. Applicant should have F.R.C.P.(C), or its equivalent, in Internal Medicine, with specialist training in Nephrology and experience in the care of renal transplant patients. Although this is not a University-funded G-FT-type position, the terms of contract are likely to be similar. With research training in the area, who might be eligible for Scholar status with the Alberta Heritage Foundation for Medical Research should apply. The appointee will be required to preclice medicine, on a fee-for-service basis, to the extent determined by the negotiated contract. A modest salary will be provided to cover administrelive and teaching responsibilities. The University of Alberta is an equal opportunity employer but, in accordance with Canada Employment and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Please send applications to: John B. Oosselor, MD, Ph.D., FRCP(C), Director, Division of Nephrology and Immunology, 1037, University of Alberta Hospital, 112th Street at 84th Avenue, Edmonlon, Alberta, T6G 2B7.

QUEEN'S UNIVERSITY. Departmenl of Family Medicine Moose Factory Zone. Applications are invited for three full time faculty positions in the Canadian North. These unique appointments will combine primary health care with teaching and some research. Duties will include the supervision and coordination of senior residents in Family Medicine as well as the direction and provision of Primary Care in the Moose Factory Zone. The successful candidates will be certified or eligible for certification by the College of Family Physicians of Canada. Mese appointments are being developed by Queen's University in co-operation with the Medical Services Branch of Health and Welfare, Canada. Candidates of both sexes are equally encouraged to apply. In compliance with Canadian Immigration Requirements, this advertisement is directed to Canadian Citizens. For further delails please contact: Dr. C.A. Johnson, Head, Department of Family Medicine, Queen's University, K7L 5E9; Telephone 1-613-546-4304.

UNIVERSITY OF ALBERTA. Medicine. Endocrinologist. Canadian Fellowship eligible. Internal Medicine with research interest in carbohydrate, lipid, bone or hypertensive disoders. Teaching and practice opportunity. Long term academic appointment dependent upon support from an external agency. Contact Dr. Peter M. Crockford, Director, Division of Endocrinology and Malebolism, Department of Medicine, University of Alberta, Edmonton, Alberta, T6G 2G3. Canada. The University of Alberta is an equal opportunity employer, but in accordance with the Canada Employment and Immigration Regulations, this advertisement is directed particularly to Canadien citizens and permanent residents.

THE ONTARIO CANCER INSTITUTE Radiation Oncology. Applications are being invited for staff positions in Radiation Oncology at the Princess Margaret Hospital, Toronto. The Department provides consultation and radiation therapy for over 5000 new patients each year. Its program encompasses service, research and teaching. Applicants should be certified in Radiation Oncology from the Royal College of Physicians & Surgeons of Canada or equivalent. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Write to: Dr. R.S. Bush, Director, Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Canada, M4X 1K9, for further information.

MEDICAL ONCOLOGIST. To further develop an Oncology program in the Sudbury-Manitoulin area of Ontario. The Ontario Cancer Institute, Toronto, is responsible for this program, but the program head (Dr. R. Corringham) is located at the Laurentian Hospital in Sudbury. In accordance with Canadian immigration requirements, priority will be given to landed residents of Canada. For further information contact: Dr. D.E. Bergsagel, Chief of Medicine, Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Canada, M4X 1K9.

QUEEN'S UNIVERSITY. Faculty of Medicine. School of Rehabilitation Therapy. Applications are invited from Canadian Citizens or Landed Immigrants for a tenure stream position in the Division of Occupational Therapy which becomes available July 1st, 1985. Applicants should have recent experience in the treatment of adults with physical disabilities and a graduate degree in Occupational Therepy or a relate???on entails responsibilities for teaching and establishing a research program in the area of physical disabilities, and other duties as assigned by the Head of the Division. Salary and rank will be commensurate with qualifications and experience. Candidates of both sexes are equally encouraged to apply. Applications, including curriculum viles and the names of three references should be submitted before February 28, 1985 to: Dr. Malcolm Peel, Orector, School of Rehebilitation Therapy, Faculty of Medicine, Queen's University, Kingston, Ontario, K7L 3N6; Telephone (613) 547-5789.

UNIVERSITY OF ALBERTA. Medicine. The Oepertment of Medicine, University of Alberta invites applications for the position of postdoctoral fellow (salary 21,900-27,600) leading towards an academic career. Successful candidates must have e Ph.D. or M.D., Ph.D. and demonstrale outslanding potentiel for an independent research career in the area of membrane biology. Oemonslrated experience in lipid analysis and lnlerest in nutrition related problems could be an assel. The initial appoinl menl will be for 1-3 years. Subsequent appoinlments at the assistant professor level are intended to be long term appointments funded by an external agency. Candidates should forword their curriculum viles, outlines of research interests and the names of three references to Dr. M.T. Clandinin, Division of Gasiroenterology, Departmenl of Medicine, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada.

THE UNIVERSITY OF WESTERN ONTARIO. Fecufly of Medicine. Physiology. Assistant Professor of Physiology. Probationary appointment. 2. Professional degree and Ph.D. 3. Contribute to teaching programs in dentistry, graduate studies, medicine and science and to establish an independenty funded research program in an area related broadly to existing lnlerests of the Department: cardiovascular; endocrine; gastrointestinal; integrative; motor; sensory and autonomic neurophysiology. 4. Salary negotiable depending on qualifications and experience. 5. Applications, including curriculum viles, reprints, outline of research interests and names of three references should be submitted to: Dr. J. Kreiger, Professor and Chairman, Department of Physiology, The University of Western Ontario, London, Ontario, N6A 5C1. 6. January 1, 1986. 7. Until position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer. Position is subject to budget approval.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Medicine. Departmenl of Microbiology & Immunotogy. Bacteriologist. Applications are invited for a tenure track position, effective July 1, 1985, as Assistant Professor or Associate Professor, depending upon qualifications. In the Department of Microbiology and Immunology. Applicants should have a Ph.O. and Post-Doctoral training in microbiol biochemistry, the molecular basis of host-parasite relationships or biochemical aspects of microbial structure. Applicants must have demonstrated the continuous ability to conduct and publish original, independent research. The deadline for applications is March 1, 1985. The University of Western Ontario is an equal opportunity employer. Address correspondence to: Dr. N.R. Sinclair, Chairman, Department of Microbiology and Immunology, University of Western Ontario, London, Ontario, N6A 5C1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position is subject to budget approval.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Medicine. Department of Microbiology & Immunology. Virologist/Immunologist. We are seeking to appoint a tenure track position an individuel with al least two years Post-Doclcral experience and demonstrated productivity, with particular reference to the use of molecular techniques in the study of immune responses lo viral infections. The appointment will be effective July 1, 1985 at the level of Assistant Professor. The deadline for applications is Februery 28, 1985. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is an equal opportunity employer. Address correspondence to: Dr. N.R. Sinclair, Chairman, Department of Microbiology and Immunology, University of Western Ontario, London, Ontario, N6A 5C1. Position is subject to budget approval.

MCGILL UNIVERSITY. Faculty of Medicine. Division of Urology. Applications are invited at the rank of Assistant Professor. Successful candidates must have a PhO or MD, be eligible for scholarships from organizations supporting fundamental research and have two (2) years of postdoctoral research experience. The candidate is expected to develop an independent and original research program in male reproduction (spermatogenesis, sperm maturation and motility, fertilization, accessory glands, etc). Applicants should forward their curriculum vitae, a list of their publications, an outline of their research interest and the names of three (3) referees to Dr. Gerald Chapdelaine, Urology Research laboratory, Royal Victoria Hospital, 687 Pine Avenue West, H6, Montreal, Quebec, H3A 1A1, Canada.

QUEEN'S UNIVERSITY. Department of Family Medicine. The Department of Family Medicine invites applications for two faculty positions in a residential facility for developmentally handicapped children and adults located in Smiths Falls, Ontario. These unique appointments will combine primary health care with the opportunity for teaching and some research. Duties will include direct provision of medical care as well as the development and implementation of an educational program for family Medicine residents who are interested in further training in this particular field. The successful applicant will be licensed to practice in Ontario and be a member or eligible for membership in the College of Family Physicians of Canada. These appointments are being developed by Queen's University in cooperation with the Ministry of Community and Social Services of the Province of Ontario. Candidates of both sexes are equally encouraged to apply in compliance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens. For further information, please contact: Dr. C.A. Johnson, Head, Department of Family Medicine, Queen's University, P.O. Box 8888, Kingston, Ontario, K7L 5E9; Telephone 1-613-546-4304.

QUEEN'S UNIVERSITY. Department of Family Medicine H.F. Frank Associate in Developmental Studies. The Department of Family Medicine invites applications for a faculty position to provide academic liaison between the Department of Family Medicine at the Queen's campus and a special academic program at the Rideau Regional Centre in Smiths Falls, Ontario. Duties will include the development of epidemiological research in the health care needs of developmentally handicapped individuals as well as liaison services for educational programs involving medical undergraduates and residents in Family Medicine at their educational program at the Centre. In addition, some primary care clinical practice would be required. It is anticipated that this faculty position would be located primarily in Kingston. The successful applicant will be licensed to practice in Ontario and be or eligible for certification by the College of Family Physicians of Canada, and have special interest and/or training in clinical epidemiology or health care administration. Candidates of both sexes are equally encouraged to apply. In compliance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For further information, please contact: Dr. C.A. Johnson, Head, Department of Family Medicine, Queen's University, P.O. Box 8888, Kingston, Ontario, K7L 5E9; Telephone 1-613-546-4304.

MICROBIOLOGY

McGILL UNIVERSITY. Microbiology/Immunology. The Department of Microbiology and Immunology is seeking to fill three positions with highly qualified candidates whose research interests are in the general areas of molecular Immunology, bacterial physiology or molecular biology. Applicants must have a Ph.D. or equivalent degrees. All positions are tenure track at a level commensurate with qualifications and postdoctoral experience, in accordance with Canadian immigration regulations, this advertisement is primarily directed towards Canadian citizens and permanent residents of Canada. Positions are tenable after September 1, 1985. Applicants are invited to send an updated and complete curriculum vitae, a brief outline of proposed research together with the names and addresses of three references to: Dr. R.A. Murgita, Chairman, Department of Microbiology and Immunology, McGill University, 3775 University Street, Montreal, Quebec, H3A 2B4 Canada.

UNIVERSITY OF TORONTO. Faculty of Medicine. Assistant Professor of Microbiology. The Department of Microbiology and Immunology of Medicine of the University of Toronto invites application for a tenure-track position. Candidates should have a Ph.D. degree and Postdoctoral training in the area of Microbial Physiology. Appointee should have teaching skills in General Microbiology and will be given opportunity individuals using biochemical and molecular approaches to studies in physiology. These may include such topics as synthesis and assembly of cell walls, membranes, periplasmic proteins, toxins, extracellular proteins and fermentation reactions. Applicants will be required to develop independent research programme with external grant support, teach undergraduate courses, supervise graduate students and help organize a team-taught microbiology course. Application deadline: March 1, 1985. Applicants should send curriculum vitae, a brief outline of research plans or objectives and three letters of recommendation to Dr. Leslie Spence, Chairman, Department of Microbiology, Faculty of Medicine, University of Toronto, Toronto, Ontario, Canada, M5S 1A8. This advertisement is drawn to the attention of citizens and permanent residents of Canada, in accordance with Canadian Immigration requirements.

MUSIC

BRANDON UNIVERSITY. School of Music. Applications are invited for a full term replacement position in violin for 1985 subject to funding. Duties include teaching of undergreduate and graduate violin and viola majors, Orchestral or Violin Literature and chamber music coaching. Other duties from areas of expertise. The successful candidate will have extensive teaching/performance experience. The Doctorate or equivalent in professional experience is required. Rank: Assistant Professor. Salary: Negotiable. Floor of Assistant Professor $26,700. Closing date: March 31, 1985. Interested candidates should send a letter of application, curriculum vitae and three letters of reference (to be sent directly by referees) to: Professor G.C. Macpherson, Director, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRANDON UNIVERSITY. School of Music. Applications are invited for a one-year replacement position in Theory for 1985-86 subject to funding. Duties: teaching of undergraduate music theory and musicianship. Possible other duties: Applied instruction, or areas of expertise. Keyboard skills an asset. Master degree and university teaching experience required. Ooclorete preferred. Rank: Lecturer or Assistant Professor depending upon qualifications. Salary: Negotiable. Floor of Lecturer $21,160; floor of Assisiant Professor $26,700. Closing Oate: March 31, 1985. Effective dale of appointment: September 1, 1985. Interested candidates should send a letter of application, curriculum vitae and three letters of reference (to be sent directly by referees) to: Gordon Macpherson, Director, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BRANDON UNIVERSITY School of Music. Applications are invited for a one-year replacement position in choral conducting, choral music education, and voice for 1985-86 subject to funding. Duties include conducting the University Chorale, teaching of undergraduates and graduate courses in choral methods and techniques, private instruction in voice, and Music Ed. thesis advising and supervision. Other duties from among: music education foundations, public school general music, and/or area of specialty/theatre The successful candidate will have extensive experience in choral conducting and vocal teaching/performance. Ability to coordinate all aspects of their educational program at the Centre. In addition, some primary care clinical practice would be required. It is anticipated that this faculty position would be located primarily in Kingston. The successful applicant will be licensed to practice in Ontario and be or eligible for certification by the College of Family Physicians of Canada, and have special interest and/or training in clinical epidemiology or health care administration. Candidates of both sexes are equally encouraged to apply. In compliance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For further information, please contact: Dr. C.A. Johnson, Head, Department of Family Medicine, Queen's University, P.O. Box 8888, Kingston, Ontario, K7L 5E9; Telephone 1-613-546-4304.

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UNIVERSITY OF TORONTO. Faculty of Medicine. Assistant Professor of Microbiology. The Department of Microbiology and Immunology of Medicine of the University of Toronto invites application for a tenure-track position. Candidates should have a Ph.D. degree and Postdoctoral training in the area of Microbial Physiology. Appointee should have teaching skills in General Microbiology and will be given opportunity individuals using biochemical and molecular approaches to studies in physiology. These may include such topics as synthesis and assembly of cell walls, membranes, periplasmic proteins, toxins, extracellular proteins and fermentation reactions. Applicants will be required to develop independent research programme with external grant support, teach undergraduate courses, supervise graduate students and help organize a team-taught microbiology course. Application deadline: March 1, 1985. Applicants should send curriculum vitae, a brief outline of research plans or objectives and three letters of recommendation to Dr. Leslie Spence, Chairman, Department of Microbiology, Faculty of Medicine, University of Toronto, Toronto, Ontario, Canada, M5S 1A8. This advertisement is drawn to the attention of citizens and permanent residents of Canada, in accordance with Canadian Immigration requirements.

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PHILOSOPHY

TRENT UNIVERSITY. Philosophy. Applications are invited for one or more full-time limited term positions at the level of Lecturer or Assistant Professor for the 1985-86 academic year. Qualifications: Ph.D. or equivalent, some previous teaching experience, and expertise in one or more of the following areas: contemporary or medieval philosophy, practical reasoning, or ethics. These positions are subject to budgetary approval. Applications, including curriculum vitae and the names of three referees, should be sent to Professor R.E. Carter, Chairman, Department of Philosophy, Trent University, P.O. Box 4800, Peterborough, Ontario, K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. Division of Humanities and Languages. Position in Philosophy. The Saint John Campus of the University of New Brunswick invites applications for a sabbatical replacement appointment (1985-1986) in Philosophy at the Lecturer or Assistant Professor level. A specialization in the History and Philosophy of Science and Technology is preferred. Further responsibilities will include the teaching of undergraduate courses in logic. Applicants should have had their PhD or be near completion. Salary is based on rank and experience and is competitive. Please send c.v. and three letters of reference to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John, New Brunswick, E2L 4L5. In accordance with Canadian immigration requirements, priority must be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN. Philosophy. Applications are invited for a tenure-track position at the rank of Assistant Professor. Ph.D. or equivalent in philosophy prior to appointment. Some teaching experience necessary. Publications desirable but not essential. The successful candidate will be expected to teach e wide range of undergraduate philosophy courses (no graduate courses offered), to develop an active research program and to participate in eli normal departmental, college and university administrative affairs. Preference will be given to candidates whose areas of specialization ere within the following: logic, metaphysics, epistemology, history of philosophy, recent analytic philosophy. The successful candidate may not always be able to teach courses in his or her area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, curriculum vitae, samples of work and at least three letters of reference should be sent to Dr. T.Y. Henderson, Head, Department of Philosophy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0WO.

YORK UNIVERSITY. Faculty of Arts. Philosophy. Position: Assistant Professor, probationary tenure-stream. Qualifications: Ph.D. or equivalent in Philosophy, teaching experience and publications. Main area of specialization: Philosophy of Law but must have interest and demonstrated expertise in other areas of Philosophy as well. Duties: Undergrad uate and graduate teaching and supervision. Appointment effective July 1, 1985, pending University approval. Applications, including curriculum vitae and at least three letters from academic referees should be sent to: Chairman, Department of Philosophy, York University, 4700 Keele Street, Downsview, Ontario, Canada, M3J 1P3. Application deadline: March 1, 1985. This advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Philosophy. Applications are invited for an eight-month appointment at the rank of Assistant Professor to begin 1 September 1985. A Ph.D is required. The candidate must be able to teach undergraduate courses in applied logic and introductory philosophy. Salary will be in accordance with the collective agreement. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Applications should be sent to: Dr. Wayne Grennan, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, and should be received by 1 April 1985.

ST. FRANCIS XAVIER UNIVERSITY. Philosophy. Applications are invited for an eight-month appointment at the rank of Assistant Professor to begin 1 September 1985. A Ph.D is required. The candidate must be able to teach undergraduate courses in applied logic and introductory philosophy. Salary will be in accordance with the collective agreement. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Applications should be sent to: Dr. Wayne Grennan, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, and should be received by 1 April 1985.

ST. FRANCIS XAVIER UNIVERSITY. Philosophy. Applications are invited for a tenure-track appointment at the Assistant Professor level beginning September 1, 1985. A PhD in philosophy is required, and a background in Ancient and Medieval philosophy will be considered an asset. The Department offers undergraduate courses to the honours level, and applicants are asked to supply evidence of skill in undergraduate teaching. Duties include research, and a teaching assignment of three courses. Applications, including a curriculum vitae and the names of three referees, should be sent to Prof E.A Certy, Chairman, Department of Philosophy, St. Francis Xavier University, Antigonish, N.S. B2G 1C0, in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Philosophy. Applications are invited from candidates in the fields of Social and Political Philosophy, as well as 19th Century Philosophy. Subject to budgetary approval the sabbatical replacement position will be filled for e one year term at the assistant professor rank effective July 1, 1985. Salary range: $26,396 - $38,002. Applications, including a curriculum vitae, and the names of three referees, should be sent to: Dr. Rosa Stanley, Head, Department of Philosophy, Mount Allison University, Sackville New Brunswick, E0A 3C0. Closing date for receipt of applications is March 4, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL EDUCATION & RECREATION

BRDCK UNIVERSITY. Recreation and Leisure Studies. Two full-time appointments in recreation and leisure studies. Candidates should have expertise in one or more of the following areas: recreation resources, recreation processes and delivery systems (administrative, commercial, and community development), research and experimentsi design, counselling and interpersonal relationships, special populations, and fieldwork placements. Ph.D. (or near completion) is minimum requirement for rank of assistant professor. Salary and rank commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward e letter of application, curriculum vite, and three letters of reference to: Dr. S.G. Lowenberger, Director, School of Physical Education and Recreation, Brock University, St. Catherines, Ontario, L2S 3A1, Canada. Application deadline: When appointments filled.

BROCK UNIVERSITY. Physical Education and Recreation. The School of Physical Education and Recreation invites applications from those individuals interested in e position in the undergraduate program in Physical Education. The School of Physical Education and Recreation offers a three year and an honors degree program in Physical Education. The basic emphasis of the degree program is Movement Education. Areas of Specialization: Candidates should possess expertise in one or more of the following areas: Motor Learning; Fitness; Health; Psyc/Soc of Sport, Organization and Administration; Expertise in Laban's Theory of Movement would be an asset. Qualifications: Masters degree as a minimum, doctorate preferred. Salary and Rank: Commensurate with qualification and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be received until the position has been filled. Please forward application and curriculum vitae to: A.G. Lowenberger, Ph.D., Director, School of Physical Education & Recreation, Brock University, St. Catherines, Ontario, L2S 3A1.

McMASTER UNIVERSITY. Physical Education and Athletics. Applicetions are invited for a two-year contractually limited position in Adapted Physical Educetion and/or Research Design et the Lecturer or Assistant Professor level, be ginning July 1, 1985, subject to final budgetary approval. Teaching, research and coaching experience is necessary with the ability to teach in the undergraduate programme in the adapted physical activity area, specializing in cardiac rehabilitation programmes, programmes for seniors or disabled physical activity programmes, and/or research design courses. In addition, there will be coaching responsibilities in either Women's Basketball or the Volleyball. Computer competency is essential and the Ph.D. is preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canedian citizens and permanent residents. Closing date for applications ris March 15, 1985. Salary is commensurate with qualifications and experience. Written eppiications should be sent to Dr. Mary Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario, L8S 4K1.

McMASTER UNIVERSITY. Physical Education and Athletics. Applications are invited for a two-year contractually limited Coaching position at the Lecturer or Assistant Professor level beginning July 1, 1985, subject to final budgetary approval. Teaching and coaching experience is necessary with the ability to teach practicum in the undergraduate programme. The successful applicant will be the assistant football coach (administration only) as well as head coach of either Men's Hockey or Men's Volleyball. The M.A. is required, Ph.D. preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written applications should be made to Dr. Mary Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario, L8S 4K1.

McMASTER UNIVERSITY. Physical Education and Athletics. Applications are invited for a tenure-track position in Adapted Human Kinodynemics at the Assistant or Associate Associate Professor level beginning July 1, 1985, subject to final budgetary approval. Teaching and research experience is essential with the ability to teach in the undergraduate and gredeate programmes specializing in the theory and practice of adapted programming in the area of cardiac rehabilitation and/or gerontology. The Ph.D. is required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written applications should be made to Dr. Mary Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario, L8S 4K1.

McMASTER UNIVERSITY. Physical Education and Athletics. Applications are invited for a two-year contractually limited position in Dance Therapy at the Lecturer or Assistant Professor level beginning July 1, 1985, subject to final budgetary approval. Teaching and performance experience is required with the ability to teach in the undergraduate programme in the theory and practice of dance and to work with adapted programming in the gredeate programme and dance/gymnastics choreography in the athletic programme. The Ph.D. is preferred. In accordance with Canedian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written eppiications should be sent to Dr. Mary Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario, L8S 4K1.

UNIVERSITY OF WATERLOO. Department of Recreation and Leisure Studies. Applications are being accepted for the position of Assistant or Associate Professor. Specializations include therapeutic recreation, special populations, or human development. Knowledge of theories of play, social psychology of leisure, or management science preferable. Doctorate required. Demonstrated echievement in teaching and e record of independent scholarship. Duties include graduate and undergreduate teaching, advising, research. Minimum salary for Assistant Professor is $26,100; for Associate Professor, $33,900. Salary and rank commensurate with experience and qualificetions. Contact: Stephen L.J. Smith, Chairman, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of employment is September 1, 1985. Deadline for receipt of applications is March 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position contingent upon availability of funds. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as assistant professors wherever possible.

UNIVERSITY OF WATERLOO. Department of Recreation and Leisure Studies. Applications are being accepted for the position of Assistant or Associate Professor. Specializations include urban parks and recreation, recreation resources, and/or tourism. Experience in research and knowledge of computer applications desirable. Doctorate required. Demonstrated echievement in teaching and e record of independent scholarship. Duties include graduate and undergreduate teaching, advising, research. Minimum salary for Assistant Professor is $26,100; for Associate Professor, $33,900. Salary and rank commensurate with experiance and qualifications. Contact: Stephen L.J. Smith, Chairman, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of employment is September 1, 1985. Deadline for receipt of applications is March 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Position contingent upon availability of funds. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as assistant professors wherever possible.

THE UNIVERSITY OF WESTERN ONTARIO. Physical Education. Position Available: Physical Education - Sport Management (pending funding). Rank: Assistent Professor - Limited Term. Minimal Academic Requirements: Ph.D. in Physical Education or equivalent field. Starting Date: July 1, 1985. Salary: Commensurate with qualifications. Responsibilities: The individual selected will be expected to carry out research in sport management and to teach honors program courses. Computer knowledge of computer utilization is essential. Respondents: Please send copy of curriculum vitae and 3 reference letters prior to the closing date of March 15, 1985. Reply to: Dr. A.W. Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. An Equal Opportunity Employer. Position is subject to budget approval.

THE UNIVERSITY OF WESTERN ONTARIO. Physical Education. Position available: Physical Education - Sport Training - Swimming (pending funding). Rank: Lecturer - Assistant Professor, dependent upon qualifications. Limited term, 1-2 years. Minimal Requirements: M.A. or Ph.D. in Physical Education. Starting Date: July 1, 1985. Salary: Commensurate with qualifications and responsibilities. The individual selected will be expected to carry out research in training techniques in swimming and to teach at the graduate and undergraduate levels in the practical application of sport training and to teach undergraduate physical classes. The successful applicant may be responsible for coaching the OUAA and OWIAA swim teams. Respondents: Please send copy of curriculum vitae and 3 reference letters prior to the closing date of March 15, 1985. Reply to: Dr. A.W. Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer. Position is subject to budget approval.

THE UNIVERSITY OF WESTERN ONTARIO. Physical Education. Position Available: Physical Education - Sociology of Sport - Recreation (pending funding). Minimal Requirements: Ph.D. in Physical Education or Sociology. Rank: Assistant Professor - limited term 1-3 years dependent upon qualifications. Starting Date: July 1, 1985. Salary: Commensurate with qualifications. Responsibilities: Individual selected will be expected to carry out research in Sociology of Sport and recreation and teach undergraduate and graduate courses in Sociology of Sport and Recreation. Applicants should be eligible for cross appointment with Sociology. Respondents: Please send copy of curriculum vitae and 3 reference letters prior to the closing date of March 15, 1985. Reply to: Dr. A.W. Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written eppiications should be sent to Dr. Mary Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario, L8S 4K1.

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THE UNIVERSITY OF WESTERN ONTARIO. Physical Education. Position Available: Physical Education - Sport Management (pending funding). Rank: Assistent Professor - Limited Term. Minimal Academic Requirements: Ph.D. in Physical Education or equivalent field. Starting Date: July 1, 1985. Salary: Commensurate with qualifications. Responsibilities: The individual selected will be expected to carry out research in sport management and to teach honors program courses. Computer knowledge of computer utilization is essential. Respondents: Please send copy of curriculum vitae and 3 reference letters prior to the closing date of March 15, 1985. Reply to: Dr. A.W. Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. An Equal Opportunity Employer. Position is subject to budget approval.

THE UNIVERSITY OF WESTERN ONTARIO. Physical Education. Position Available: Physical Education - Sport Training - Swimming (pending funding). Rank: Lecturer - Assistant Professor, dependent upon qualifications. Limited term, 1-2 years. Minimal Requirements: M.A. or Ph.D. in Physical Education. Starting Date: July 1, 1985. Salary: Commensurate with qualifications and responsibilities. The individual selected will be expected to carry out research in training techniques in swimming and to teach at the graduate and undergraduate levels in the practical application of sport training and to teach undergraduate physical classes. The successful applicant may be responsible for coaching the OUAA and OWIAA swim teams. Respondents: Please send copy of curriculum vitae and 3 reference letters prior to the closing date of March 15, 1985. Reply to: Dr. A.W. Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer. Position is subject to budget approval.

THE UNIVERSITY OF WESTERN ONTARIO. Physical Education. Position Available: Physical Education - Sociology of Sport - Recreation (pending funding). Minimal Requirements: Ph.D. in Physical Education or Sociology. Rank: Assistant Professor - limited term 1-3 years dependent upon qualifications. Starting Date: July 1, 1985. Salary: Commensurate with qualifications. Responsibilities: Individual selected will be expected to carry out research in Sociology of Sport and recreation and teach undergraduate and graduate courses in Sociology of Sport and Recreation. Applicants should be eligible for cross appointment with Sociology. Respondents: Please send copy of curriculum vitae and 3 reference letters prior to the closing date of March 15, 1985. Reply to: Dr. A.W. Taylor, Dean, Faculty of Physical Education, University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written eppiications should be sent to Dr. Mary Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario, L8S 4K1.

McMASTER UNIVERSITY. Physical Education and Athletics. Applications are invited for a two-year contractually limited Coaching position at the Lecturer or Assistant Professor level beginning July 1, 1985, subject to final budgetary approval. Teaching and coaching experience is necessary with the ability to teach practicum in the undergraduate programme. The successful applicant will be the assistant football coach (administration only) as well as head coach of either Men's Hockey or Men's Volleyball. The M.A. is required, Ph.D. preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written applications should be made to Dr. Mary Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario, L8S 4K1.

McMASTER UNIVERSITY. Physical Education and Athletics. Applications are invited for a tenure-track position in Adapted Human Kinodynemics at the Assistant or Associate Associate Professor level beginning July 1, 1985, subject to final budgetary approval. Teaching and research experience is essential with the ability to teach in the undergreduate and gredeate programmes specializing in the theory and practice of adapted programming in the area of cardiac rehabilitation and/or gerontology. The Ph.D. is required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written applications should be made to Dr. Mary Keyes, Director, School of Physical Education and Athletics, McMaster University, Hamilton, Ontario, L8S 4K1.

UNIVERSITY OF TORONTO. CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS/INSTITUT CANADIEN D'ASTROPHYSIQUE THEORIQUE. Reinhard Junior Research Fellowship. The Institute invites applications for the position of Reinhardt junior research fellow. The appointment will be for a 2 to 5 year term, effective 1 September 1985. Salary will be commensurate with qualifications and research experience since the Ph.D. degree, and with Institute salary scales. Usual postdoctoral rele. Candidetes whose interests lie within the broad spectrum of theoretical astrophysics are encouraged to apply. Send letters of application for three letters of recommendation to be sent to: Reinhardt Junior Research Fellowship, CITA Council, Canadian Institute for Theoretical Astrophysics, University of Toronto, Toronto, Ontario, M5S 1A7 by 15 March 1985. In accordance with immigration regulations, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

UNIVERSITY OF TORONTO. CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS/INSTITUT CANDIEN D'ASTROPHYSIQUE THEORIQUE. The community theoretical astrophysicists in Canada, in association with the University of Toronto and with funding from the Natural Sciences and Engineering Research Council, recently established a national centre for theoretical astrophysics. Applications are now invited for Fellowships. These appointments will be for two years, with the possibility of renewal, effective September 1, 1985. Salary will be commensurate with qualifications, or research experience since obteining the Ph.D. degree. Although candidates with interests spanning the whole spectrum of theoretical astrophysics are encouraged to apply, the Institute will be attempting to concentrate interests at any given time to encourage interactions between Canadian and foreign investigators. Send letter, CV and arrange for three letters of recommendation to be sent to: Chairman, CITA Council, Canadian Institute for Theoretical Astrophysics, University of Toronto, Toronto, Ontario, M5S 1A1 by March 1, 1985. In accordance with immigretion regulations, certain portions of this advertisement ere directed in the first instance to Canadien citizens or permaneni residents.

UNIVERSITY OF MANITOBA. Physics. Applications are invited for a tenure track position at the associate or assistant professor level in the Department of Physics of the University of Manitoba. The successful candidate will have several years of post-doctoral experience and will be expected to contribute substantially to both the teaching and research functions of the Department. Preference will be given to candidates active in nuclear or condensed matter experimenpl physics. The appointment will commence on July 1, 1985 and applications should be submitted es soon as possible and no later then March 4, 1985 to: The Chairman of the Physics Search Committee, Depertment of Physics, University of Monitoba, Winnipeg, Manitoba, R3T 2N2, Canada. Both women and men are encouraged to apply. In accordance with the Canadien immigration requirements, this advertisement is directed to Canadian citizens and permenent residents.

UNIVERSITY OF WATERLOO. Physics. The Department of Physics is offering several postdoctoral fellowships in research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecule physics, surface physics and energy conversion and storage. The fellowships ere for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicents should send a resume and names of 3 references to Prof. F.W Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA. Department of Physics. Applications are Invited for e Research Associate in Theoretical Nuclear Physics. Candidates must have a Ph.D in Physics and post Ph.D. research experience related to the field of Intermediate Energy Nuclear Physics. The term of the appointment is for one year with renewal considered on an annual basis. Salary will be commensurate with experience at a minimum $23,000 per year. Interested candidates should submit their applications, including three letters of reference, to: Research Associate Search Committee, Nuclear Research Centre, The University of Alberta, Edmonton, Alberta, Canada, T6G 2N5. This competition closes March 15, 1985. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents.

PLANT SCIENCE

McGILL UNIVERSITY. MACDONALD COLLEGE. Department of Plant Science. The Department of Plant Science, Macdonald College of McGill University invites applications for a tenure track position in the field of Plant Biochemistry/physiology. Applicants should have e Ph.D. degree in the field. Responsibilities of the position include: Teaching of undergraduate courses in crop production and management; Establishment of e research program in integrated small grain cereal crop management; Development of graduate teaching in the candidate's area of interest. The salary floor for an assistant professor is $29,500. Interested candidates are invited to submit a curriculum vitae and names of three references to: Dr. B.E. Coulman, Department of Plant Science, Macdonald College, McGill University, 21,111 Lakeshore Road, Ste Anne de Bellevue, Quebec, H9X 1C0. The appointment date is June 1985 and applications will be accepted until April 1, 1985. In accordance with Canedien immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

POLITICAL SCIENCE/STUDIES

ALGOMA UNIVERSITY COLLEGE. Department of Political Science. The Department of Political Science invites applications for a one-year replacement position at the level of Lecturer or Assistant Professor. The position will commence July 1, 1985. A completed Ph.D. or commensurate experience is required for appointment at the Assistant Professor rank. Candidates should be specialists in Political Theory and be willing to teach one course at the introductory level. A curriculum vitae and the names of three referees should be sent to: Dr. Tom Allaway, Academic Dean, Algoma University College, Sault Ste. Marie, Ontario, P6A 2G4. In accordance with Canedien Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRENT UNIVERSITY. Political Studies. Applications are invited for one or two limited term positions in Political Studies for one or two years, subject to budgetary approval. Starting date is 1 July, 1985. Applicants should have a Ph.D. or be near completion. They should be competent to teach in two of the following three subject areas: (1) international relations, (2) the politics of developing areas (Asian and/or African politics preferred), (3) Canadian politics. Salary is expected to be at the level of Lecturer, Grade I or the Assistant Professor. Please send curriculum vitae and the names of three referees to Professor R. Peehlke, Chairman, Department of Political Studies, Trent University, P.O. Box 4800, Peterborough, Ont, K9J 7B8. In accordance with Canadien Immigration requirements, this advertisement is directed to Canedian citizens and permenent residents.

MOUNT ALLISON UNIVERSITY. Department of Political Science. Applications are invited for a one year replecement position at the rank of lecturer or assistant professor. Ph.D. required for appointment at assistant rank. Teeching duties will include two undergreduate level courses in Canadian politics and a third course in enother sub-field (open but preferably comparative politics). This position, which is subject to budgetery approval, will be effective July 1, 1985. 1985-86 salary range: lecturer...$22,179 - $32,200; assistant professor...$26,398 - $38,002. Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. M.J. Tucker, Head, Department of Political Science, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Applications will be received until the position is filled. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permenent residents.

UNIVERSITY OF REGINA. Political Science. Applications are invited for a tenure-track position at the Assistant/Associate Professor level, effective July 1, 1985. Applicants should be qualified to teach classes in Canadian politics (preferably with background in constitutional, inter-governmental, and foreign policy areas) at both undergraduate and graduate levels. Ph.D. and/or other relevant experience required. Please send a complete curriculum vitae and the names of three referees to Dr. Al Kelly, Acting Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The closing date is March 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and landed immigrents in Canada.

PSYCHOLOGY

ACADIA UNIVERSITY. Department of Psychology. The Department of Psychology at Acadia University invites applications for a three-year, contractually limited appointment, at the Assistant Professor level in the areas of neuropsychology and psychobiology. This appointment is contingent on funding. Responsibilities include undergreduate teaching and thesis supervision at the undergraduate and graduate levels. The successful candidate will be expected to supervise thesis research of students who have a wide variety of interests. Applicants should have e Ph.D. in Psychology and should be able to

MOUNT ALLISON UNIVERSITY. Department of Political Science. Applications are invited for a one year replecement position at the rank of lecturer or assistant professor. Ph.D. required for appointment at assistant rank. Teeching duties will include two undergreduate level courses in Canadian politics and a third course in enother sub-field (open but preferably comparative politics). This position, which is subject to budgetery approval, will be effective July 1, 1985. 1985-86 salary range: lecturer...$22,179 - $32,200; assistant professor...$26,398 - $38,002. Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. M.J. Tucker, Head, Department of Political Science, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Applications will be received until the position is filled. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permenent residents.

UNIVERSITY OF NEW BRUNSWICK. Department of Political Science. Applications are invited for a tenure-track position in Canadian politics and a third course in another sub-field (open but preferably comparative politics). This position, which is subject to budgetery approval, will be effective July 1, 1985. 1985-86 salary range: lecturer...$22,179 - $32,200; assistant professor...$26,398 - $38,002. Applications, including a curriculum vitae and three letters of reference, should be sent to: Dr. M.J. Tucker, Head, Department of Political Science, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Applications will be received until the position is filled. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permenent residents.

UNIVERSITY OF TORONTO. Department of Political Science. Applications are invited for a part-time sessional appointment to teach an introductory course on the politics of developing areas in the 1985-86 ecedemic year. The course will be given in the winter session (January - April 1986). Candidates should hold a Ph.D. degree and have teaching experience. In accordance with Canedian immigretion requirements, this advertisement is directed to Canadian citizens and permenent residents of Canada. The deadline for applications is March 1, 1985. Resumes, (including transcripts in the case of recent graduates) and the names of referees should be sent to: Professor Paul C. Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

MCGILL UNIVERSITY. Department of Political Science. 1985 Summer Session. Applications are invited for a part-time appointment to teach a course on the principles of public administration. The course will be given May 27 - June 27 (4 weeks); classes meet five times per week for two hours. Candidates should hold a Ph.D. degree and have teaching experience. In accordance with Canedien immigretion requirements, this advertisement is directed to Canadian citizens and permenent residents of Canada. The deadline for applications is March 1, 1985. Resumes, (including transcripts in the case of recent graduates) and the names of referees should be sent to: Professor Paul C. Noble, Chairmen, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

ST. THOMAS MORE COLLEGE. Political Science. M. Thomson, Saskatchewan, University of Saskatchewan, invites applications for e one year replacement in Political Science at the Assistant Professor level beginning July 1, 1985. Responsibilities include teaching in two of the following three fields: Canadian Government, American Government, modern political thought. A Ph.D. is required. Salary is competitive and is negotiable in accordance with qualifications and experience. The position is open to both men and women and, in accordance with Canedian Immigration requirements, this advertisement is directed to Canedian citizens and permanent residents. Applications, including a curriculum vitae, transcript of graduate record and three letters of reference should be sent by 15 March to Professor R.F Lucas, Head, Department of Economics and Political Science, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. St. Thomas More College is a Catholic College federated, i.e., academically integrated, with the University of Saskatchewan.

UNIVERSITY OF REGINA. Political Science. Applicetions are invited for a tenure-track position at the Assistant/Associate Professor level, effective July 1, 1985. Applicants should be qualified to teach classes in Canadian politics (preferably with background in constitutional, inter-governmental, and foreign policy areas) at both undergraduate and graduate levels. Ph.D. and/or other relevant experience required. Please send a complete curriculum vitae and the names of three referees to Dr. Al Kelly, Acting Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The closing date is March 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and landed immigrents in Canada.

PSYCHOLOGY

ACADIA UNIVERSITY. Department of Psychology. The Department of Psychology at Acadia University invites applications for a three-year, contractually limited appointment, at the Assistant Professor level in the areas of neuropsychology and psychobiology. This appointment is contingent on funding. Responsibilities include undergreduate teaching and thesis supervision at the undergraduate and graduate levels. The successful candidate will be expected to supervise thesis research of students who have a wide variety of interests. Applicants should have e Ph.D. in Psychology and should be able to

demonstrate that they have an active program of research. Applicants should submit, by March 1, 1985, a copy of their curriculum vitae along with the names and addresses of three referees to Dr. Verne R. Bacharach, Department of Psychology, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Department of Psychology. Assistant Professor. The Department is seeking applications for a tenure-track position in Clinical Psychology. The ideal candidate will bring with him/her practical clinical experience and will have a strong background in research design and statistics. The candidate should show a strong commitment to developing an active research program. As the Department offers M.Sc. programs in Clinical and Industrial/Organizational Psychology, responsibilities will include teaching at the undergraduate and graduate levels and research supervision. Starting date for position is September 1, 1985. The Nova Scotia Psychologist's Act requires all psychologists to be registered and defines teaching and research as psychological services; therefore preference will be given to those candidates who indicate their intention of registering with the Nova Scotia Board of Examiners in Psychology. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a letter of application, stating their teaching, research and professional interests, a vita, and the names of three referees to: Dr. Robert Konopasky, Chairperson, Department of Psychology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

CARLETON UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Department of Psychology of Carleton University invites nominations and applications for a one-year term (non-tenure track) appointment at the rank of Assistant Professor. Preference will be effective July 1, 1985. The successful candidate will be required to teach undergraduate courses in some combination of cognition, behaviour modification, and research methods and statistics. A completed Ph.D in psychology is required, as is evidence of a dynamic commitment to research, scholarship, and excellence in teaching. Letters of nomination and application, including a curriculum vitae, copies of recent publications, and three letters of recommendation should be addressed to Dr. William G. Webster, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

CARLETON UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Department of Psychology of Carleton University invites nominations and applications for a preliminary (tenure-track) appointment at the rank of Assistant Professor. The appointment will be effective July 1, 1985. The successful candidate will be required to teach a graduate level quantitative methods course and undergraduate/graduate courses in human learning and cognition. An active research program in human performance and cognition would be desirable. A completed Ph.D. in psychology is required, as is evidence of a dynamic commitment to research, scholarship, and excellence in teaching. Letters of nomination and application, including a curriculum vitae, copies of recent publications, and three letters of recommendation should be addressed to Dr. William G. Webster, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. Letters of application should indicate clearly the position for which the application is being made. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

CARLETON UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Department of Psychology of Carleton University invites nominations and applications for a preliminary (tenure-track) appointment at the rank of Assistant Professor. The appointment will be effective July 1, 1985. The successful candidate will be required to teach a graduate level quantitative methods course and undergraduate/graduate courses in human learning and cognition. An active research program in human performance and cognition would be desirable. A completed Ph.D. in psychology is required, as is evidence of a dynamic commitment to research, scholarship, and excellence in teaching. Letters of nomination and application, including a curriculum vitae, copies of recent publications, and three letters of recommendation should be addressed to Dr. William G. Webster, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

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ROYAL MILITARY COLLEGE OF CANADA. Psychologie. (Leadership et gestion) Un poste de professeur adjoint ou agrégé. La Ph.D., spécialisation en sciences sociales avec expérience en leadership et gestion industrielle ou militaire. Les candidats doivent être citoyens canadiens. Les tâches consistent à enseigner en français aux premier et deuxième cycles certains cours parmi: la psychologie générale, la psychologie sociale, le comportement à l'intérieur des organisations et la gestion du personnel. Proposer une activité de recherche soit théorique, soit appliquée dans le domaine du leadership et de la gestion. Enseigner aux cours qui nous est jugé devoir être requis par le Directeur du département. Rémunération compétitive aux universités canadiennes et selon les qualifications et l'expérience. Faire parvenir un curriculum-vitae à: Pierre Bussières, Adjoint spécial au principal, Royal Military College of Canada, Kingston, Ontario, K7K 5W3. Nous voudrions remplir le poste pour le 1er juillet 1985. La clôture du concours sera le 31 mars 1985.

UNIVERSITY OF SAINTE-ANNE. Psychologie. Professeur de psychopédagogie/psychologie. Fonction. Les postes comprennent l'enseignement au 1er cycle, la recherche et la participation à la vie universitaire. La charge d'enseignement prévue comprend les cours suivants: Psychologie générale, Psychologie développementale, la maîtrise avec expérience pertinente et le désir de compléter des études de doctorat. Forte compétence en français. Expérience de travail avec des enfants en milieu scolaire. Conditions: Contrat ou renouvellement adjoint ou agrégé avec possibilité de permanence; Traitement selon la convention collective; Entrée en fonction, le 1er juillet 1985. Les demandes accompagnées du curriculum vitae doivent être envoyées au plus tôt à: Sylvestre Mulse, Ph.D., Vice-recteur à l'enseignement, Université Sainte-Anne, Pointe-de-l'Eglise, Nouvelle-Ecosse, B0W 1M0.

PUBLIC ADMINISTRATION

UNIVERSITY OF REGINA. Public Administration. A faculty position at the Assistant, Associate, or full Professor level is available in the Public Policy and/or Public Enterprise area. A Ph.D. from a management perspective is preferred to one from political science. Emphasis should be on Canadian institutions and processes with willingness to learn Saskatchewan practices. This is an opportunity for people who would like to teach and do research in an open interdisciplinery environment involving both graduate and undergraduate students. Salary is competitive and positions can be either tenure-track or term depending upon qualifications. Appointment, subject to budgetary review, effective July 1, 1985, or by arrangement. Interested candidates should send c.v. to Robert I. McLaren, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2; (306) 584-4011.

RELATIONS INDUSTRIELLES

UNIVERSITE LAVAL. Relations Industrielles. Professeur. Description du poste: Dispenser des enseignements en relations industrielles et en méthodes quantitatives; ou dispenser des enseignements en relations industrielles et en ergonomie. Ces enseignements peuvent être dispensés tant au niveau des études de premier cycle qu'au niveau des études de 2e et 3e cycles. Participer aux activités de recherches, de publications, d'encadrement des étudiants de 2e et 3e cycles, de même qu'aux divers aspects de la vie interne et externe du département. Profil des candidats requises: Etre titulaire d'un doctorat en relations industrielles et être familier avec l'utilisation des méthodes quantitatives ou avec l'ergonomie ou posséder une compétence jugée équivalente. Date d'entrée en fonction: 1er juin 1985. Traitement: selon la convention collective. Communiquer confidentiellement le curriculum vitae avant le 28 février 1985 à: Gilles Ferland, directeur, Département des relations industrielles, Faculté des sciences sociales, Université Laval, Québec, Québec, G1K 7P4.

RELIGIOUS STUDIES

UNIVERSITY OF WINDSOR. Religious Studies. University of Windsor, Department of Religious Studies, Windsor, Ontario, Canada, N9B 3P4, announces A tenure track position in History of Christian Thought (subject to budgetary approval) effective July 1, 1985, at Assistant or Associate Professor rank to introductory and advanced undergraduate and M.A. level graduate courses. Doctorate required along with evidence of research ability. Applications should be sent to the Head of the Department. This position assumes a successful candidate will pursue research and publication. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. Department of Religion. Applications are invited for a tenure track position from those with teaching and research interests in either Judaism or Christianity with a special interest in either infancy or adolescence are preferred. Ph.D. and a strong commitment to research required along with relevant undergraduate teaching, the successful candidate will be expected to participate in a graduate program and duties shall be primarily oriented to the study of the child within the family context. Salary is commensurate with experience. Appointment to begin 1st July 1985. Send a resume and the names of three referees to: Dr. B.A. Ryan, Department of Family Studies, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval. In accordance with Canadian Immigration requirements, this position is directed to Canadian citizens and permanent residents.

ROYAL MILITARY COLLEGE OF CANADA. Psychologie. (Leadership et gestion) Un poste de professeur adjoint ou agrégé. La Ph.D., spécialisation en sciences sociales avec expérience en leadership et gestion industrielle ou militaire. Les candidats doivent être citoyens canadiens. Les tâches consistent à enseigner en français aux premier et deuxième cycles certains cours parmi: la psychologie générale, la psychologie sociale, le comportement à l'intérieur des organisations et la gestion du personnel. Proposer une activité de recherche soit théorique, soit appliquée dans le domaine du leadership et de la gestion. Enseigner aux cours qui nous est jugé devoir être requis par le Directeur du département. Rémunération compétitive aux universités canadiennes et selon les qualifications et l'expérience. Faire parvenir un curriculum-vitae à: Pierre Bussières, Adjoint spécial au principal, Royal Military College of Canada, Kingston, Ontario, K7K 5W3. Nous voudrions remplir le poste pour le 1er juillet 1985. La clôture du concours sera le 31 mars 1985.

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SOCIAL WORK

McMASTER UNIVERSITY. Social Work. Applications are invited for a two-year contractually limited position beginning July 1, 1985 at the Assistant Professor level subject to final budgetary approval. Teaching responsibilities include two undergraduate courses and a required course in the general practice of social work which involves teaching practice seminars and organizing field placements of undergraduate students in that seminar. Applicants should have extensive recent practice experience as well as teaching experience. The MSW degree is required. Preference will be given to applicants with DSW or equivalent degrees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written applications should be made to Dr. Ewan Mecinlyre, Director, School of Social Work, McMaster University, TSH 314, Hamilton, Ontario, L8S 4M2.

UNIVERSITY OF REGINA. RENISON COLLEGE. Social Work. Applications are being accepted for the position of: 1. Assist. Prof.; Assoc. Prof. or Prof. of Social Work. 2. B.S.W. or M.S.W. with experience in teaching and practise and continuing research interests. Applicants must be Canadian citizens or have landed immigrant status. 3. Teaching undergraduate social work courses in the individual, group and family area. Salary is negotiable and related to qualifications and experience. 5. Ian L. Campbell, Principal, Renison College, University of Waterloo, Waterloo, Ontario, N2L 3G4. 6. Effective: September 1, 1985, or earlier.

SOCIOLOGY

ST. FRANCIS XAVIER UNIVERSITY. Sociology and Anthropology. The Department of Sociology and Anthropology at St. Francis Xavier University anticipates making a tenure-track appointment in its Department for the year 1985-86. Areas of interest are open, but concentrations in some of the following areas are desirable: community analysis, population characteristics, settlement patterns, land use, resources, health and the Sociology of Religion. We would prefer applicants will completed Ph D 's. Rank and salary will be dependent on experience and qualifications. The Department has nine full-time faculty members and offers general, major, and honours degrees. Anyone interested in applying for this position is invited to submit a vitae along with names of three references to: Dr. Frank Mittlen, Chair, Department of Sociology/Anthropology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada.

YORK UNIVERSITY. GLENDON COLLEGE. Department of Sociology. Applications are invited for a tenure track or contractually limited appointment commencing in the 1985/86 academic year. Areas of specialization most appropriate for this appointment include ethnic studies, Canadian Studies, criminology/deviance, and methods, but applicants with other areas of specialization will also be considered. We are seeking candidates who have well developed teaching interests, can contribute to the York University graduate programme in Sociology and can teach in both English and French. Rank of appointment is anticipated at the assistant professor level and may possibly include a full Canada Research Chair in Canadian Studies or Multidisciplinary Studies. This appointment, and its specific level and term, are subject to University approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The names and names of three references to Dr. Stuart Schoenfeld, Chairperson, Department of Sociology, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6, by March 1, 1985.

YORK University. Faculty of Arts. Applications are invited for a tenure-stream appointment at the level of assistant or associate professor in the Department of Sociology, effective July 1, 1985. This position is offered pending University approval. A PhD in sociology, an established record of scholarship, and demonstrated ability in undergraduate teaching are required. The area of specialization is the sociology of deviance and social control. Familiarity with current theoretical developments in the field is necessary. Complementary areas of specialization are open. The candidate should be able to teach core courses in sociology including introductory sociology. Ability to teach criminology is desirable. Rank and salary depend on qualifications, publication vitae, names of three referees, and a cover letter stating interests relevant to this position to: Prof. B.J. Turrittin, Chairperson, Department of Sociology, Faculty of Arts, York University, North York (Toronto), Ontario, M3J 1P3. Application deadline is March 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPED. Department of Sociology. Applications are invited for two positions for replacement positions at the rank of Assistant Professor. Ph.D. required. Teaching experience and publications preferred. Teaching duties include Introductory Sociology, Sociology of the Family, Socialization and Development, and Organizations and Occupations. Other areas considered. Salary commensurate with qualifications and experience. Offer of appointment is subject to final budgetary approval. Applications, with curriculum vitae and the names of three referees should be sent to: Dr. D.L. Smith, Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1985. Closing date for applications: March 31, 1985 or when positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Sociology/Anthropology. The Department of Sociology and Social Anthropology of Dalhousie University invites applications for a probationary tenure-track position at the rank of assistant professor commencing July 1, 1985. Applicants should hold a Ph.D. in Sociology or Anthropology. We are seeking candidates with research and teaching interests in the areas of either criminology or medical sociology/anthropology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is March 15, 1985. Salary is commensurate with qualifications and experience. Written applications should be made to Dr. Ewan Mecinlyre, Director, School of Social Work, McMaster University, TSH 314, Hamilton, Ontario, L8S 4M2.

UNIVERSITY OF WATERLOO. RENISON COLLEGE. Social Work. Applications are being accepted for the position of: 1. Assist. Prof.; Assoc. Prof. or Prof. of Social Work. 2. B.S.W. or M.S.W. with experience in teaching and practise and continuing research interests. Applicants must be Canadian citizens or have landed immigrant status. 3. Teaching undergraduate social work courses in the individual, group and family area. Salary is negotiable and related to qualifications and experience. 5. Ian L. Campbell, Principal, Renison College, University of Waterloo, Waterloo, Ontario, N2L 3G4. 6. Effective: September 1, 1985, or earlier.

SOCIOLOGY

ST. FRANCIS XAVIER UNIVERSITY. Sociology and Anthropology. The Department of Sociology and Anthropology at St. Francis Xavier University anticipates making a tenure-track appointment in its Department for the year 1985-86. Areas of interest are open, but concentrations in some of the following areas are desirable: community analysis, population characteristics, settlement patterns, land use, resources, health and the Sociology of Religion. We would prefer applicants will completed Ph D 's. Rank and salary will be dependent on experience and qualifications. The Department has nine full-time faculty members and offers general, major, and honours degrees. Anyone interested in applying for this position is invited to submit a vitae along with names of three references to: Dr. Frank Mittlen, Chair, Department of Sociology/Anthropology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada.

YORK UNIVERSITY. GLENDON COLLEGE. Department of Sociology. Applications are invited for a tenure track or contractually limited appointment commencing in the 1985/86 academic year. Areas of specialization most appropriate for this appointment include ethnic studies, Canadian Studies, criminology/deviance, and methods, but applicants with other areas of specialization will also be considered. We are seeking candidates who have well developed teaching interests, can contribute to the York University graduate programme in Sociology and can teach in both English and French. Rank of appointment is anticipated at the assistant professor level and may possibly include a full Canada Research Chair in Canadian Studies or Multidisciplinary Studies. This appointment, and its specific level and term, are subject to University approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The names and names of three references to Dr. Stuart Schoenfeld, Chairperson, Department of Sociology, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6, by March 1, 1985.

YORK University. Faculty of Arts. Applications are invited for a tenure-stream appointment at the level of assistant or associate professor in the Department of Sociology, effective July 1, 1985. This position is offered pending University approval. A PhD in sociology, an established record of scholarship, and demonstrated ability in undergraduate teaching are required. The area of specialization is the sociology of deviance and social control. Familiarity with current theoretical developments in the field is necessary. Complementary areas of specialization are open. The candidate should be able to teach core courses in sociology including introductory sociology. Ability to teach criminology is desirable. Rank and salary depend on qualifications, publication vitae, names of three referees, and a cover letter stating interests relevant to this position to: Prof. B.J. Turrittin, Chairperson, Department of Sociology, Faculty of Arts, York University, North York (Toronto), Ontario, M3J 1P3. Application deadline is March 1, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Sociology. Appifcations are invited for a tenure track Assistant Professor Position (765-2-21-II) effective July 1, 1985. Applicants must be candidates in the area of Crime and Delinquency, Deviance and Control, Penology and Corrections, Criminal Justice, Law. Evidence of or commitment to teaching, research, and scholarly work is required. A Ph.D. degree in Sociology or strong evidence of completion of degree by July 1, 1985. Send vitae, three letters of recommendation, and copies of publications to: B. Singh Bolaria, Professor & Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Department of Sociology. The Department of Sociology is seeking candidates for a tenure-track position at the assistant professor level. Areas of preferred teaching and research are criminology, society and the law, and deviance. Effective date of appointment is September 1, 1985, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is March 1, 1985. Curriculum vitae, names of three referees, (and, optionally, examples of written work) should be sent to: Dr. Henry Veltmeyer, Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

BROCK UNIVERSITY. Sociology. The Department of Sociology at Brock University is seeking applications for two appointments commencing in the 1985/86 academic year, either of which will be tenure track and the other temporary. The areas of expertise in which candidates are sought include: socialization, gender and role, small groups for one; social inequality, political sociology, minorities and/or work for the other. These appointments are anticipated ar the assistant professor level, with consideration given to previous experience. Preference will be given to candidates with a broadly based intellectual orientation consistent with the Department's interdisciplinary approach, and a commitment to Social Psychology, Sociology and Social Anthropology. Inasmuch as all members of the Department are expected to participate in core area teaching, experience and competence in introductory sociology, theory or methods is desirable. Appointments are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Send resume and names of three referees to G.B. Rush, Chairman, Department of Sociology, Brock University, St Catharines, Ontario, L2S 3A1. Closing date March 1, 1985.

UNIVERSITY OF TORONTO. SCARBOROUGH CAMPUS. Sociology. Applications are invited for a contractually-limited term appointment in Sociology. Preferred teaching and research interests in organizational behaviour, occupations and political sociology. The appointment will be at the assistant professor level commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent to Professor Sheldon Ungar, Sociology Division of Social Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing dates for applications February 28, 1985.

BISHOP'S UNIVERSITY. Sociology. Applications are invited for a one year Sabatical replacement position in Sociology for the academic year 1985-86. Desirable qualification: critical theory. Additional areas of interest preferred: deviance, analyzing everyday life and/or ethnomethodology. Ph.D. degree or strong evidence of completion required. The appointment will be at the rank of Lecturer or at the floor of Assistant Professor ($28,676, 1984-85). Contact with interference on April 1, 1985. Applications with curriculum vitae and the names of three referees should be addressed to Dr. D.A. Kuppers, Dean of the Faculty, Bishop's University, Lennoxville, Que. J1M 1Z7.

CARLETON UNIVERSITY. Department of Sociology and Anthropology. Subject to budgetary considerations, applications are invited for a one-year term position with possibility of renewal in the Assistant Professor level in the area of criminology and criminal justice. Candidates should be knowledgeable of the Canadian criminal justice system and able to participate in the supervision of an undergraduate placement program. Candidates with a completed Ph.D., teaching experience and publications will be given preference. Curriculum vitae, names of three referees, copies of publications and/or evidence of research in progress should be sent to: Professor John Harp, Chair, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6. Salary is commensurate with rank and experience. Effective date of employment: July 1, 1985. Closing date for application: March 15/85. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. Open to both men and women.

UNIVERSITE YORK. College Glendon. Département de Sociologie. Mise en concours d'un poste de professeur à contrat ou susceptible mener à la permanence pour l'année académique 1985-86. Préférence sera accordée au candidat spécialisé en études ethniques, études canadiennes, la criminologie et études de la femme mais les candidats spécialisés dans les autres domaines seront considérés aussi. Le candidat devrait avoir une bonne compétence dans la recherche, la capacité de contribuer au programme de deuxième et de troisième cycle et d'enseigner en français et en anglais. Le poste; sera au niveau de professeur adjoint avec la possibilité que le poste relève pour (1/3) en études pluridisciplinaires ou études canadiennes. La disponibilité de ce poste, le niveau précis et la durée reste soumise à l'approbation de l'Université. Conformément aux exigences relative à l'immigration canadienne, ces postes sont offerts aux citoyens canadiens et aux résidants permanents. Envoyer curriculum vitae et trois lettres de référence au Dr. Stuart Schoenfeld, Directeur, Département de Sociologie, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6, avant le 1 mars 1985.

SPANISH

MOUNT ALLISON UNIVERSITY. Department of Spanish. Applications are invited for a one year replacement position at the rank of lecturer or assistant professor. Primary responsibility will include the teaching at first and second year language courses plus a senior course in Spanish-American fiction. Qualifications desired: Ph.D. or Ph.D. near completion, near-native fluency, university-level teaching experience and specialization in Spanish-American literature. This position, which is subject to budgetary approval, will be filled ef-

tective July 1, 1985. 1985-86 salary ranges: lecturer $22,179 - $32,200; assistent professor $26,398 - $38,002. Applications, including e curriculum vitae and the names of three referees, should be sent to: Dr. Peter Edwards, Head, Department of French & Spanish, Mount Allison University, Sackville, New Brunswick, E0A 3C0. Closing date for receipt of applications is March 4, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

STATISTICS

QUEEN'S UNIVERSITY. Department of Mathematics and Statistics. One renure track position in statistics effective July 1, 1985. The ten-member statistics group offers programs in statistics to the Ph.D. level, including an M.Sc. in applied statistics. The departmental building houses the George P. L. Edgett Statistical Laboratory which has served university researchers for ten years, an excellent departmental library, and the major computing terminal site Send vita ro Professor L.L. Campbell, Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6 before 28 February 1985, and ask three referees to send letters, at least one of which comments on teaching ability. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Persons of either sex are equally encouraged to apply.

SIMON FRASER UNIVERSITY. Department of Mathematics and Statistics. Visiting Faculty Appointments. The Department of Mathematics and Statistics of Simon Fraser University invites applications for visiting appointments for 1985/86. Fields of particular interest are Statistics and Numerical Analysis, and applied Mathematics, although opportunities also exrst in other fields A solid research and publication record is expected. Preference will be given to candidates eligible for employment in Canada at the time of application The number of positions available is subject to budgetary constraints For further information regarding salary, teaching load and term of appointment of these and other positions, contact: Dr. G.A.C. Graham, Chairman, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Mathematics & Statistics. The Department of Mathematics and Statistics at the University of New Brunswick has a tenure track position for a Statistician beginning July 1, 1985. Ph.D. required (or near completion) with preferably a background in applied statistics. Duties to include undergraduate teaching, graduate student supervision, and research. Send an up-to-date curriculum vite and the names of three referees to Dr. G.R. Mason, Chairman, Department of Mathematics and Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordence with Canadian Immigration requirements this advertisement is directed to Canadian citizens and legel residents of Canada.

THEATRE

DALHOUSIE UNIVERSITY. Department of Theatre. Applications are invited for the position of Co-ordinator, Acting Programme/Artistic Director, Dalhousie Theatre Productions at the rank of Associate Professor. The term is 9 months per year, with the possibility of renewal, for three years beginning September 1, 1985. Qualifications include professional training, teaching experience and a minimum of five to ten years oi active professional experience as an Actor and/or Director. Responsibilities are 1) to head an intensive three year professional acting/training programme comprising the core curriculum of a B.A. in Theatre (Acting) 2) to teach the second and third year acting programme 3) to plan, in consultation with the Chairman and Faculty, a Subscription Season of four verled major productions 4) to work together with the Business Manager on the promotion of this production season 5) may direct one production per year. Salary is approximately $2,649 - $3,100 monthly. The closing date for applications is March 15, 1985. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. With respect to the employment of women Dalhousie University is an affirmative action employer Application should be made to Professor Peter Perine, Chairman, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

CONCORDIA UNIVERSITY. Theatre Department. Design Position: The Theatre Department of Concordia University In Montreal is seeking a senior design and theatre technology teacher to begin September, 1985. The Department has eleven full-time faculty including four in scenography and a staff of three full-time technicians plus student assistants Serving approximately 100 majore, it offers BFA programmes in Theatre, Performance, Drama in Education and Honours in Scenography The Department operates on a schedule of 8 weeks of classes, 4 weeks of production preparation and 2 weeks of performance twice yeerly The tenguage of instruction is English, but e working knowledge of French is desirable. Teaching load is normally 15 to 18 credits per year including production work. Qualifications An MFA or equivalent qualification plus exprerence in teaching and professional theatre is required. The candidete should embrace e holistic approach to scenography- being competent in all areas of design- with emphasis in lighting design, computer use tor the theatre and theatre technology. The successful candidate will also possess strong leadership and administrative abilities. Rank and Salary Appointment may be made at Assistant or Associate Professor level with terms and salary commensurele with qualifrcations In accordance with Canadian immigration policies this notice is directed to Canedian citizens and permanent residents. Applications should include resume and the names, addresses and telephone numbers of el least three referees and should be sent to: Scenography Search Committee, Theatre Department, Concordia University, 7141 Sherbrooke St. W., Montreal, Quebec, H4B 1R6 Up to 29 slides of the candidate's work may be included but do nol send portfolio until requested to do so

BROCK UNIVERSITY. Theatre. The Department of Fine Arts invites applications for two positions, either probationary or temporary, at the rank of associate or assistant professor. Candidetes must heve both teaching and professionel experience in at least two of the following areas: acting, directing, playwriting, voice and movement. Current floors are $32,450 end $26,240 for associate and assistant professor rank respectively. Applications with curriculum vitae end names of three references should be submitted by Feburary 28, 1985 to Dr. B.K. Grant, Chairman, Department of Fine Arts, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents.

ACADIA UNIVERSITY. Theatre Position. Applications are being accepted for a nine-month sessional appointment as Director of the Acadia University Drama Programme. The successful candidate will be expected to fill a jack-of-all-trades position: administer and co-ordinate a small and flourishing pre-professional performance-oriented programme, teach three acting courses and perhaps supervise one or more directing students, organize and oversee student productions, and direct two main-stage productions and produce a third. Qualifications include teaching and professional theatre experience, a systematic approach to the teaching of acting, and evidence of directorial expertise. Salary and rank will be determined by experience and qualifications. Those interested should send applicelions to Dr. Graham C Adams, Head, Department of English, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Effective dele of appointment is September 1, 1985. Competition will be closed March 1, 1985. In accordance with Canadian Immigration requirements, lhle advertisement is directed lh the first lnsl ance to Canadian citizens and permenent residents.

THEOLOGY

CONCORDIA UNIVERSITY. Theological Studies. One year leave replacement. Either one semester (6 credits) or two semesters (12 credits) teaching Christian doctrine and systematics in presenldey perspective, preferably in the area of sacramental theology and ecclesiology. Participation in the Departmental Seminar. Completed doctorate required, and evidence of proven ability to teach. Currently the starting salary at the level of Assistant Professor is $27,916. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please write S McEvenue, Department of Theological Studies, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6.

TRANSLATION

UNIVERSITY OF OTTAWA. Translation. Position: Professor of translation (Francophone or Anglophone). Tenure-track position (subject to budget approval) at the rank of Assistant Professor. Qualifications required: Ph.D. in translation or related discipline, or equivalent. Experience necessary as a professional translator, editor or writer and/or as a teacher of translation. Experience in Spanish translation or in interpretation a definite asset. Nature of duties: Teaching translation into French or English, and French or English writing skills, to Francophone and Anglophone students. In a professionally-oriented undergraduate translation programme Teaching Spanish translelion, interpretation or theoretical aspects of translelion at the grodate level. Theoretical and applied research in translation. Salary offered: According to the University of Ollewa salary scale (between $25,000 and $40,000 per annum). Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. R.P. Roberts, Director, School of Translators and Interpreters, University of Ottawa, 5 Hasley, Ollawa, Ontario, K1N 6N5 by March 1 1985 Effective date of appointment: July 1, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Glendon College. School of Translation. Applications are invited for a tenure-track or contract/sessional appointment at the Assistant Professor rank. Qualifications: Professional experience in translation, Ph.D. in Linguistics or related field. Expected teaching load: Specialized Translelion at third end fourth year level (e.g.: TRA 3210.04A, TRA 4310.04A) for Anglophone students. Specialized Translelion Into English for Francophone students (TRA 4230.04F); Advenced E.S.L. courses (ESL 3500); Techniques of Textual Revision (TRA 4250A.04); Comparative Slylistics (TRA 2250A.04); Ability to help in developing a gradeate programme. Area of Expertise and Research Interests: Translelion in specialized areas; Redaction and technical writing; Comparative stylistics. Subject to University approval. Closing day: March 1, 1985. Send epplications, e curriculum vilae, and names of el least three referees to: C. Klein-Lalaud, School of Translation, Glendon College, York University, 2275 Beyview Avenue, Toronto, Ontario, M4N 3M6.

UNIVERSITE D'OTTAWA. Traduction. Poste: Professeur de traduction (francophone ou anglophone). Un poste régulier (sujet à l'approbation budgétaire) au rang de professeur adjoint. Exigences: Doctorat en traduction ou dans un domaine connexe ou l'équivalent. Expérience: Il est essentiel que les candidels aient l'expérience de la traduction, de la révision ou de la rédaction professionnelles, et/ou qu'ils aient déjà enseigné le traduction. L'expérience de la traduction espagnole ou de l'interprétation constituera un atout précieux. Fonctions: Donner des cours de traduction vers le français ou vers l'anglais, et diriger des études de rédaction française ou anglaise à des étudiants francophones et anglophones inscrits à un programme professionnel de baccalauréat spécialisé en traduction. Donner des cours de traduction espagnole, d'interprétation ou des séminaires théoriques ou appliqués. Mener des recherches théoriques ou appliquées en traduction. Traitement: Selon l'échelle de traitement de l'Université d'Ottawa (26 000 et $40 000 actuellement). Date d'entrée en fonction: Le 1er juillet 1985. Prière d'envoyer votre candidature (accompagnée d'un curriculum vitae et des noms et adresses de trois répondants) avant le 1er mars à: Roda P. Roberts, Directeur, École de traducteurs et d'interprètes, Université d'Ottawa, Ottawa (Ontario), K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

UKRAINIAN STUDIES

UNIVERSITY OF ALBERTA. Ukrainian Studies. Editorial Assistant. Competency in at least Slavic language, preferably Ukrainian. Duties: work in East European and/or Slavic studies, preferably at graduate level. Professional editorial experience valuable. publication experience an asset. Salary range $21,192 - $26,184 Open until filled. In accordance with Canadian immigration requirements, this notice is directed in the first instance to Canadian citizens and permanent residents. Both men and women are encouraged to apply. Please submit application and resume to Dr. M.R. Lupul, Director, Canadian Institute of Ukrainian Studies, 352 Athabasca Hall, University of Alberta, Edmonton, Alberta, T6G 2E8.

URBAN AND REGIONAL PLANNING

UNIVERSITY OF WATERLOO. School of Urban and Regional Planning. A Strategic Planner is sought by the School of Urban and Regional Planning, University of Waterloo. Qualifications: A planning or planning-relered degree with associated qualifications in economics, management or public policy, and administration or public administration. Ph.D. required and qualifications for membership in the Canadian Institute of Planners desirable. The position calls for skills refeted to planning in the public sector or in private and crown corporations and possible skills. Capabilities required in policy, program and project development and evaluation, and in feasibility studies. Knowledge of institutional and decision-making frameworks important. High priority is given to excellence in research, authorship and professional activity as well as in teaching. Appointment will be in a school within the Faculty of Environmental Studies which fosters a lively interdisciplinary atmosphere. Current units: Architecture, Geography, Man-Environment Studies, and Planning. The Planning School offers three programs: B.E.S., Honours, Urban and Regional Planning; M.A. and Ph.D. in Regional Planning and Resource Development. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates as Assistant Professor wherever possible. Salary will depend on qualifications. This is a two-year term appointment, commencing September 1, 1985. In accordance with Canadien Immigralion requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. Enquiries and applications should be addressed to: Professor Len Gertler, Director, School of Urban and Regional Planning, University of Waterloo, Waterloo, Ontario, N2L 3G1.

URBAN STUDIES

BROCK UNIVERSITY. Urban Studies. Institute of Urban and Environmental Studies. Applications are invited for a tenure-track position at the Assistant Professor level, effective July 1st, 1985. The candidate should hold a Ph.D. in Urban Studies, Environmental Studies, Resource Management or a related field. Preference will be given to candidates with inter-disciplinary background, undergraduate teaching experience, and a publication record. Teaching assignment will consist of undergraduate courses. The successful candidate will be expected to develop a strong research program in an area such as: resource policy, economics or planning; Great Lakes studies; impact assessment; energy or environment and environment. Applicants should send a curriculum vitae and names of three referees to: The Director, Institute of Urben and Environmetel Studies, Brock Universily, St. Catharines, Ontario, L2S 3A1. In accordance with Canadien Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to budgetary approval.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN. Western College of Veterinary Medicine. Veterinary Virologist/Immunologist. Applications are invited for an assistant/associate professorial position (three years with a strong possibility of renewal). Qualifications include a DVM or equivalent, eligibility for license in Saskatchewan, and specialized training in the area of diagnostic virology. Primary duties will be those associated with the operation of an existing diagnostic virology section of the department and cooperation with clinicians and pathologists in provision of a high quality service. The successful applicant will be encouraged to participate in the teaching of applied Virology or Immunology and to develop an active research interest in these areas. Salary will be commensurate with qualifications and experience. Qualified applicants are invited to submit a letter of application including curriculum vitae and the names of three references to Dr. A.D. Dobson, Head, Department of Veterinary Microbiology, W.C.V.M., University of Sesketchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0 from whom further details may be obtained. In accordance with Canadian Immigretion requirements, this advertisement is primarily directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Veterinary Microbiology and Immunology. A faculty position at the Assistant Professor level is available in the epidemology area of the Department of Veterinary Microbiology and Immunology. Responsibilities of the position include undergraduate teaching in the DVM program, including the epidemology of food borne diseases and zoonoses, graduate teaching including the supervision of candidates for higher degrees, and participation in the Department's research program. Applicants should hold a DVM or equivalent degree, and a Ph.D. in epidemology. Postdoctoral teaching and research experience in epidemiology would be an advantage, as would interest and experience in veterinary public health. Salary for this probationary (tenure track) position is commensurate with experience. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. Letter of application with curriculum vitae and names of three referees should be sent by February 28, 1985 to: Professor Len Gertler, Associate Director, School of Urban and Regional Planning, University of Waterloo, Waterloo, Ontario, N2L 3G1.

UNIVERSITY OF GUELPH. ONTARIO VETERINARY COLLEGE. Department of Clinical Studies. The Department of Clinical Studies, Ontario Veterinary College, University of Guelph is seeking applications for positions in Anesthesiology, Small Animal Medicine, Small Animal Surgery, Large Animal Medicine and Large Animal Surgery. The duties and responsibilities include clinical instruction in the Veterinary Teaching Hospital and participation in the various DVM and post-Graduate programs of the Department. Time and resources are available for clinical investigetion end research projects. Qualifications include the DVM or equivelent degree together with post-DVM training lo Board Certification or eligibility levels, a research degree or experience end demonstrated teaching and communication skills. The rank and salery for each position are commensurele with qualifications and experience. Conditions subject to budgelary approval. The closing dete for applications is February 28, 1985 or until quelified candidates are identified. Applications, inquiries and curriculum vitee, logelher with three letters of reference, should be directed to Dr. R.A. Willoughby, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, (519)824-4120, extension 2600. In accordance with Canedien immigretion requirements, this advertisement is directed to Canedian citizens and permanent residents.

VISUAL ARTS

UNIVERSITY OF VICTORIA. Faculty of Fine Arts. The Department of Visuel Arts invites applications for the following positions for the academic year 1985/86: Co Coordinator of the Foundation Program - The successful candidate will design and teach in his first year studio course. This course involves studio work in both two and three dimensional art and serves as the basis for all further courses in the Department. In addition, some teaching will be required at the intermediate and senior levels of drawing. 2. Painting and Drawing Instructor. The successful candidate will be capable of teaching courses at all undergraduate levels as well as supervising students in the graduate program. Applicents for both positions will be at the instructor or assistant professor level depending on experience. Applicants should have an M.F.A. or equivalent, be willing to contribute to an interdisciplinary and demanding program, and should be practising artists with extensive exhibition records and University teaching experience. These positions are subject to availeble funding and will be for no-less than one academic year and may become continuing positions. Applications, accompanied by curriculum vitae, the names of three referees and exemples of work in video form, should be sent to: Professor Roland Bernier, Chairman, Department of Visual Arts, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Deadline for receipt of applications, 29th March 1985. Canedien Immigreilon regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

WOMEN'S STUDIES

YORK UNIVERSITY. GLENDON COLLEGE. Assistant Professor, Women's Multidisciplinary Studies at Glendon College Invites applications for a position as assistant professor in the eree of women's studies (contractually limited with the possibility of tenure track). The successful candidete may have the opportunity of teaching in the Departments of English, History and Sociology as well. Requirements: Ph.D., publications, teeching experience at the university level, ability to teach in French and English (the majority of courses are to be taught in French) and to contribute it necessary to research and teaching at the graduate level. Effective dele of appointment: July 1, 1985. Send curriculum vitae and three letters of reference to Professor Sylvie Arend, Chairperson, Department of Multidisciplinary Studies, Glendon College, York University, 2275 Beyview Avenue, Toronto, Ontario, M4N 3M6, before March 15, 1985. The position is subject to finel approval by the University. In accordance with Canadian Immigretion requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE YORK. COLLEGE GLENDON. Le département des Etudes pluridisciplinaires du College Glendon met en concours un poste de professeur adjoint dans le domaine des études sur la condition féminine (poste à contrat ou sessionnel). Exigences: Doctorat; avoir la possibilité d'enseigner également dans les départements d'Anglais, de Sociologie ou d'Histoire. Conditions reliées: doctorat; publications; expérience dans l'enseignement de niveau universitaire; capacité d'enseigner en français et en anglais (une majorité des cours à donner sont en français); et pouvoir contribuer, si nécessaire, à la recherche et à l'enseignement de niveau gradué. Entrée en fonction: le 1er juillet 1985. Envoyer curriculum vitee et trois lettres de références au Professeur Sylvie Arend, Directrice du département des Etudes pluridisciplinaires, Collège Glendon, Université York, 2275, avenue Bayview, Toronto, Ontario, M4N 3M6, avant le 15 mars 1985. La disponibilité de ce poste est également à l'approbation finale de l'université. Conformément aux exigences relatives à l'immigration au Canada, ce poste s'adresse aux citoyens canadiens et aux résidents permanents.

WRITING

YORK UNIVERSITY. GLENDON COLLEGE. Subject to university approval, Glendon College intends to make a two-year, contractually limited appointment of e Director for its Writing Workshop. The appointment will be at the level of assistant professor. Applicants should have e Ph.d. and administrative experience, should be able to teech in English and French The closing dete for applications is February 28, 1985 In accordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and enquiries should be directed: Gordon Fulton, Director, Writing Workshop/Atelier de Redaction, Glendon College, 2275 Beyview Avenue, Toronto, Ontario, M4N 3M6.

UNIVERSITE YORK. COLLEGE GLENDON. Sujet à l'approbation de l'Université, le College Glendon projet en concours le poste de directeur de son atelier de rédection. Le poste comporte un contrat de deux ans au niveau de professeur adjoint. Conditions requises: doctorat; expérience en administretion; intérêt dens le domeine du développement des aptitudes en rédaction et capacité d'enseignement en français et en anglais. Date de clôture: le 1er mers 1985. Conformément aux dispositions du service d'immigration, cette annonce s'adresse eux citoyens canadiens et eux résidents permenents. Veuillez adresser vos demandes d'emploi et de renseignements à Gordon Fulton, Directeur, Atelier de Redaction, Glendon College, 2275 Beyview Avenue, Toronto, Ontario, M4N 3M6.

ZOOLOGY

UNIVERSITY OF ALBERTA. Department of Zoology. Applications are invited for an NSERC University Research Fellowship position. Applicants should heve e Ph.D. degree or equivalent, preferebly with postdoctoral experience. The Department is interested in an individuel with research interests in any aspect of Boreal Ecology of Mammels. Salary commensurate with experience, equivalent to Assistent Professor level, 1984-85 base, $29,720. Submit complete curriculum vitae with names of three referees and reprints by March 15, 1985 for consideration in the November 1985 NSERC competition to: Dr. R.E. Peter, Chairman, Department of Zoology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. The University is an equal opportunity employer but, in accordance with Canadian immigration and NSERC requirements, this advertisement is directed to Canadien citizens and permenent residents

UNIVERSITY OF ALBERTA. Department of Zoology. Research Associate - Comparitive Endocrinology. Research Associate with Ph.D. and postdoctoral experience, to join a group studying neuroendocrine regulation, and endocrine regulation of reproduction and growth in teleost fish. Experience with peptide/protein hormone or radioimmunoassays and receptors preferred. Minimum starting salary $24,116/annum. Closing date for applications 1 March 1985 or at the earliest date thereafter that the position is filled. To apply submit CV and names of three referees to: Dr. R.E. Peter, Departmental of Zoology, University of Alberte, Edmonton, Alberte, T6G 2E9, Canada. Although in accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada, all qualified people are invited to apply.

UNIVERSITY OF TORONTO. Department of Zoology. Research Staff - Postdoctoral/Research Associate Level. Applications are invited for two post-doctoral researchers to work on the research project 'Chromosome Cycles in Oocytes and Early Embryos' supported by a grant from Natural Science and Engineering Council (NSERC) Canada. Since this research requires highly skilled expertise in mammalian embryology, candidates should have at least 3-to 5-year experiences in microsurgery of mammalian oocytes and embryos, including bisection of oocytes, cell fusion of blastomeres, microinjection into embryonic cells, and immunosurgery of blastocysts. Preference will be given to candidates with demonstrated accomplishments. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary commensurele with qualification and experience Applicants should submit a curriculum vitae and three referees' names no leter than the lest dey of February, 1985 and send to: Toshio Masui, Ph.D., Professor, Department of Zoology, University of Toronto, 25 Herbord Street, Toronto, Ontario, Canada, M5S 1A1.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps anange teaching end/or housing exchanges in North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginie Avenue, Lancesler, Pennsylvania, U.S.A., 17603.

ACCOMMODATION

MONTREAL. Sebbelliet Rental. Furnished 3 1/2 in choice Westmount locelion. Pool, garden, indoor parking. Quiet residential area, yet close to everything. 1 Sep 85 to 1 June 86, flexible. Phone 514-932-3234.

FOR RENT-FRENCH RIVIERA. Near Grasse beautifully renovated old house, Fully equipped. 4 bedrooms, 2 bathrooms, small enclosed garden. Ideal for sabbatical. Oil season $1350 per month, high season $1700. Please call Mrs. A. Gizycki. (514) 631-0644.

VISITING TORONTO? HOME FOR RENT: Summer '85 - Summer '86. Choice neighbourhood, 10 mins from University of Toronto. Quiet cul-de-sec near schools, transportation, shops, parks. Bright, spacious, well-furnished, fully-equipped. Includes large modern kitchen, stunning livingroom with fireplace, diningroom, study, 3 bedrooms, 2 washrooms, familyroom with walk-out to patio and pleasent, private garden. $1650mth, negotiable. Contact Mrs Bouhenic 423-1102.

AD RATES

Classified .....$1.80/agate line
Display .....$2.30/agate line

Closing dates: Material for classified ads (academic vacancies, etc.) not received at least 15 days before issue date will be included in "late" column. Camera-ready display ad material can be accepted up to 10 days before issue date.

Issue dates: 1st April, May, June, September, October, December, February.

For more information or a copy of the rate card, contact Liza Duhaime, The Bulletin, 1001-75 Albert Street, Ottawa, K1P 5E7 (613) 237-6885.

Late Advts.

YORK UNIVERSITY. Social Science. One or more two- or three-year contractually limited appointments, pending university approval. Field open. Ph.D. or near completion required. Some teaching experience an asset. Please send vita and three letters of reference to Professor A. Siegel, Chairman of Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY. Recreation Faculty. The School of Recreation and Physical Education is seeking a one-year replacement for a member of the Recreation Faculty. Teaching responsibilities would include teaching courses in the following areas: Outdoor Recreation/Education, Camp Administration, People and Parks, and selected Outdoor Recreation Activity courses. Teaching experience at university level and a Master's degree is desirable. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Send applications and resume to: Chairman, Selection Committee, School of Recreation, clo School of Recreation and Physical Education, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

McMASTER UNIVERSITY. Sociology. The Department of Sociology at McMaster University has two positions at the rank of Assistant Professor, one tenure-track and one contractual, commencing July 1, 1985. Candidates currently holding university appointments as well as those seeking initial appointments are encouraged to apply. We are seeking candidates whose research interests fit in one or both of the following major areas of graduate research, Social Psychology and/or Organizations and Occupations, and who are qualified to teach undergraduate and graduate courses in Social Psychology or Sociology of Organizations. Within these areas, candidates whose primary research interest is the Sociology of Women are especially encouraged to apply. Quantitative skills are an asset. Salary commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is February 28, 1985. Applicants should send a Curriculum Vitae and names of three referees to: Dr. Frank E. Jones, Chairman, Department of Sociology, McMaster University, Hamilton, Ontario, Canada, L8S 4M6.

SIMON FRASER UNIVERSITY. Computer Science. Applications are invited for a tenure-track Assistant Professor position in a rapidly growing Computing Science Department. Ability to attract outstanding candidates will be considered; the Department is looking for someone with interest in areas of systems design, graphics, distributed systems, software engineering, database systems or artificial intelligence. Ph.D. in Computing Science (or equivalent) is required. Responsibilities will include teaching at the graduate and undergraduate levels, research, and the usual administrative activities. Simon Fraser University is situated on the top of Burnaby mountain and overlooks 30,000 students just east of Vancouver, the site commands magnificent views of the Burrard Inlet, the mountains, the Fraser River, and Vancouver. Because the Vancouver area of British Columbia is unique in Canada for its mild climate and varied recreational facilities. The Computing Science Department, one of the largest in western Canada, has 20 faculty members and offers B.Sc. and B.A. degrees in computing science, B.Sc. honours degrees in computing science, digital systems design, and math/computing, and M.Sc. and Ph.D. degrees in computing science. The Department serves over 650 undergraduate majors and over 65 graduate students. Departmental research facilities include 2 complete DEC VAX 11/750 systems, many SUN workstations running 4.2bsd Unix, IIS and IRIS graphics workstations, numerous microcomputer systems, and substantial hardware laboratory facilities. Virtually all computers and peripherals are interconnected by an Ungermann-Bass Ethernet. Department teaching facilities consist of a computing science instructional laboratory of interconnected SUN workstations and various microcomputer and hardware laboratories. The University Computing Centre has an IBM 3081 running MTS 5.0, an IBM 4341 running GSOS, and a graphics research facility (a VAX 11/750 running VMS and an IIS M70 image processing system) for faculty research. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applications from candidates not presently eligible for employment in Canada will be acknowledged and deferred until a Canadian search is complete. Applications will be accepted until position is filled. This position is subject to budgetary approval. To apply send a curriculum vitae, evidence of research productivity (selected reprints), and the names of 4 references to: Nick Cercone, Chairmen, Department of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6.

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON CAMPUS. Department of Economics. Applications are invited for a tenure-track appointment in economic geography and economics, commencing July 1, 1985. Duties include teaching (at the undergraduate level and possibly at the M.A. level as well) and research. In addition to economic geography, the candidate must be prepared to teach introductory economics, and possibly other economics courses as well. Ph.D. (or very near completion) required. Rank and salary open to negotiation. Applications, including curriculum vitae and names of three referees should be sent to J.G. Brander, Chairman, Department of Economics, UNB, New Brunswick, Fredericton, New Brunswick, E3B 5A3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON CAMPUS. Department of Economics. Subject to budgetary approval, applications are invited for a tenure-track appointment commencing July 1, 1985. Rank and salary open to negotiation. Duties include teaching and research. The teaching load will include introductory economics. The other courses to be given by the successful candidate will depend upon departmental requirements and the interests of the candidate. Applications, including curriculum vitae and names of three referees should be sent to J.G. Brander, Chairman, Department of Economics, Fredericton, New Brunswick, E3A 5A3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Family Medicine. Applications are invited for a geographic full time position in the Department of Family Medicine at Queen's University. The appointment will be at the level of assistant professor. The successful applicant will have responsibility for teaching Family Medicine in an established postgraduate program involving clinical practice and some administration. There are excellent opportunities for research. Applicants should be certified or eligible for certification by the College of Family Physicians of Canada. Candidates of both sexes are equally encouraged to apply. In compliance with Canadian immigration requirements, this advertisement is directed to Canadian citizens. Please send curriculum vitae with names of three referees to: Dr. N.R. Reilly, Department of Mathematics and Statistics, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. The University is an equal opportunity employer but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

APARTMENT TO SUBLET. Sabbatical. Luxurious furnished 1700 sq. ft. apartment for rent, September 1, 1985 - July 31, 1986. Downtown Montreal - walking distance to McGill, Montreal General Hospital and Montreal Neurological. Three bedrooms, two complete 4 piece bathrooms, kitchen, living room, dining room, balcony, sun deck on roof. Fridge, stove, dishwasher and washer/dryer included. $1300 per month. Write: Prof. William Moser, Dept. of Mathematics, McGill University, 805 Sherbrooke St. W., Montreal, Quebec, H3A 2K6; Or Phone: (514) 392-4295.

FOR RENT. Modern Wilderness Retreat. 3 Bedroom, 2 Bath Log Home on 5 Places, 40 Acres Foothills, Furnished, Calgary 1 1/4 Hr Available until the end of June, at least. $650 month. Write Box 545, Bragg Creek, Alberta, T0L 0K0. Tel: (403) 949-3792.

UNIVERSITY OF MANITOBA. Geography. Applications are invited for a 10-month sesstional position, to replace persons on leave. The appointment is effective September 1, 1985, and will be at the level of Assistant Professor or Lecturer renk. Salary will be commensurate with rank. For the Assistant Professor rank, the Ph.D. is equivalent in publications is required. For the Lecturer rank candidates must be at an advanced stage in their doctoral programs. Teaching duties are centered in the Winnipeg urban milieu, will also be given preference. Fluency in French is considered an asset. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicitions, including curriculum vitae, names of three references and samples of their publications, should be sent to: Dr. Elizabeth Sacca, Principal, Simone de Beauvoir Institute, Concordia University, 1455 de Maisonneuve Blvd. West, Montreel, Canada, H3G 1M8.

CONCORDIA UNIVERSITY. Communication. Acad. Faculty Position. (Subject to Budgetary Approval). Area: Film production courses in communication. Rank: Assistant Professor, tenure track. Qualifications: Ph.D. or MFA or professionel equivalent. Experience in 16mm film production, and a knowledge of visual media. A knowledge of communication trends, media study and analysis would be a decided asset. Facility in French an asset. Principal Responsibilities: To teach undergraduate courses in the area of Film production. Possible involvement in teaching of other courses, such as Scriptwriting, depending on interest, background and department needs. Salary: Current Floor: Asst. Prof. $27,916. Appointment: Beginning: Academic year 1985-86. Closing Date For Applications: March 1, 1985 (or until the suitebie candidate can be found). Send Letter Of Interest And Curriculum Vitae To: Personnel Committee, Dept. of Communication Studies, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Historion of Science. Concordia University has a fimited term eppointment available in the History of Science. Candidates would be expacted to teach in Liberal Arts College, Science College and the Science and Human Affairs Program. Candidates in all fields of Science, Technology and Society, the History of Science, and/or the Philosophy of Science will be considered. A Ph.D. degree and teaching experience are required. Salary and renk are dependent upon qualifications. Please direct applications to: Dr. M. Singer, Provost, Faculty of Arts and Science, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, H3G 1M8. Deadline for application: March 15, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Mathematics. The Department of Mathematics anticipates a tenure-track position in applied mathematics at the level of Assistant or Associate Professor, pending final budgetary approval. The Department has 38 faculty members and offers degrees in pure, applied, and actuarial mathematics, statistics and mathematics education. Applicants should have experience teaching upper level courses in operations research, and a good research record. Preference will be given to candidates whose research interests will enhance the areas of expertise within the Department's applied mathematics group. Send vitae and arrange for three letters of reference to be sent to: Dr. H. Proppe, Chairman, Department of Mathematics, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Closing date March 15, 1985.

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YORK UNIVERSITY. Faculty of Arts. Department of French Studies. Applications are invited for one or more two-or three-year contractually limited appointments, pending University approval. Language, linguistics or language pedagogy, and its relation to student-Teaching experience at the university level in a French programme. Please send CV and three letters of reference to Professor A. Favrod, Chairman of Department of French Studies, York University, 4700 Keele Street, North York, Ont., M3J 1P3. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Applications are invited for a Tenure-track position in the Department of French Studies at the Assistant Lecturer level (Alternate Stream) available on July 1, 1985, pending approval. Qualifications: M.A. or its equivalent preferably in the area of language pedagogy. Native or near-native command of the language. Teaching experience at the University level in French language courses. Evidence of certain amount of teaching within linguistics courses offered by the Department of French Studies. Experience in the design and development of language courses and materials. Experience in directing multi-section language courses and supervising teaching assistants. This advertisement is directed to Canadian citizens and permanent residents of Canada.

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APARTMENT TO SUBLET. Sabbatical. Luxurious furnished 1700 sq. ft. apartment for rent, September 1, 1985 - July 31, 1986. Downtown Montreal - walking distance to McGill, Montreal General Hospital and Montreal Neurological. Three bedrooms, two complete 4 piece bathrooms, kitchen, living room, dining room, balcony, sun deck on roof. Fridge, stove, dishwasher and washer/dryer included. $1300 per month. Write: Prof. William Moser, Dept. of Mathematics, McGill University, 805 Sherbrooke St. W., Montreal, Quebec, H3A 2K6; Or Phone: (514) 392-4295.

FOR RENT. Modern Wilderness Retreat. 3 Bedroom, 2 Bath Log Home on 5 Places, 40 Acres Foothills, Furnished, Calgary 1 1/4 Hr Available until the end of June, at least. $650 month. Write Box 545, Bragg Creek, Alberta, T0L 0K0. Tel: (403) 949-3792.

UNIVERSITY OF MANITOBA. Geography. Applications are invited for a 10-month sesstional position, to replace persons on leave. The appointment is effective September 1, 1985, and will be at the level of Assistant Professor or Lecturer renk. Salary will be commensurate with rank. For the Assistant Professor rank, the Ph.D. is equivalent in publications is required. For the Lecturer rank candidates must be at an advanced stage in their doctoral programs. Teaching duties are centered in the Winnipeg urban milieu, will also be given preference. Fluency in French is considered an asset. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicitions, including curriculum vitae, names of three references and samples of their publications, should be sent to: Dr. Elizabeth Sacca, Principal, Simone de Beauvoir Institute, Concordia University, 1455 de Maisonneuve Blvd. West, Montreel, Canada, H3G 1M8.

CONCORDIA UNIVERSITY. Communication. Acad. Faculty Position. (Subject to Budgetary Approval). Area: Film production courses in communication. Rank: Assistant Professor, tenure track. Qualifications: Ph.D. or MFA or professionel equivalent. Experience in 16mm film production, and a knowledge of visual media. A knowledge of communication trends, media study and analysis would be a decided asset. Facility in French an asset. Principal Responsibilities: To teach undergraduate courses in the area of Film production. Possible involvement in teaching of other courses, such as Scriptwriting, depending on interest, background and department needs. Salary: Current Floor: Asst. Prof. $27,916. Appointment: Beginning: Academic year 1985-86. Closing Date For Applications: March 1, 1985 (or until the suitebie candidate can be found). Send Letter Of Interest And Curriculum Vitae To: Personnel Committee, Dept. of Communication Studies, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Historion of Science. Concordia University has a fimited term eppointment available in the History of Science. Candidates would be expacted to teach in Liberal Arts College, Science College and the Science and Human Affairs Program. Candidates in all fields of Science, Technology and Society, the History of Science, and/or the Philosophy of Science will be considered. A Ph.D. degree and teaching experience are required. Salary and renk are dependent upon qualifications. Please direct applications to: Dr. M. Singer, Provost, Faculty of Arts and Science, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, H3G 1M8. Deadline for application: March 15, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Department of French Studies. Applications are invited for one or more two-or three-year contractually limited appointments, pending University approval. Language, linguistics or language pedagogy, and its relation to student-Teaching experience at the university level in a French programme. Please send CV and three letters of reference to Professor A. Favrod, Chairman of Department of French Studies, York University, 4700 Keele Street, North York, Ont., M3J 1P3. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Applications are invited for a Tenure-track position in the Department of French Studies at the Assistant Lecturer level (Alternate Stream) available on July 1, 1985, pending approval. Qualifications: M.A. or its equivalent preferably in the area of language pedagogy. Native or near-native command of the language. Teaching experience at the University level in French language courses. Evidence of certain amount of teaching within linguistics courses offered by the Department of French Studies. Experience in the design and development of language courses and materials. Experience in directing multi-section language courses and supervising teaching assistants. This advertisement is directed to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY. Historion of Science. Concordia University has a fimited term eppointment available in the History of Science. Candidates would be expacted to teach in Liberal Arts College, Science College and the Science and Human Affairs Program. Candidates in all fields of Science, Technology and Society, the History of Science, and/or the Philosophy of Science will be considered. A Ph.D. degree and teaching experience are required. Salary and renk are dependent upon qualifications. Please direct applications to: Dr. M. Singer, Provost, Faculty of Arts and Science, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, H3G 1M8. Deadline for application: March 15, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ATLANTIC SCHOOL OF THEOLOGY. Pastoral Theology Appointment. Atlantic School of Theology is seeking to fill a faculty position in pastoral theology. The appointee is expected to be experienced and competent in directing supervised field education. Teaching and pastoral experience in the following related areas would be helpful: Counselling, Missiology, Evangelism, Homiletics. Degree required: Master of Divinity or the equivalent. The position will be filled beginning July 1/85. Deadline for applications, with references, by April 15/85. Applications, nominations, inquiries, resumes and at least three letters of reference should be addressed to: Faculty Search Committee, Atlantic School of Theology, 640 Francklyn St., Halifax, N.S., B3H 3B5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Dance Position. Simon Fraser University expects to have a full-time, tenure track Dance at the rank of Assistant Professor, commencing September 1985. This is a full-time, tenure track appointment. Primary responsibilities include teaching all levels of contemporary dance technique, composition, and improvisation. Ph.D. or M.F.A. in Dance or Fine and Performing Arts Department. Other teaching assignments may include work in the academic area of Ballet. Qualifications should include substantial professional teaching and performing experience and/or university degree(s) in Dance. Preference will be given to candidates eligible for employment in Canada at the time of application. This position is subject to budgetary approval. Letters of application, C.V., Resume, and names of three referees should be received by March 31, 1985, and should be sent to Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6.

UNIVERSITY OF ALBERTA. Medicine. The Faculty of Medicine at the University of Alberta is seeking a Director and other staff for a research group in Cardiovascular Regulation primarily concerned with the cellular and mechanistic aspects of the cardiovascular actions of adenosine and related compounds. This group will be sponsored by the Department of Pharmacology and the Division of Cardiology of the Department of Medicine in the University and support will be sought from the Alberta Heritage Foundation for Medical Research. The Director will be supported as a career scientist with the rank of professor. Minimum salary for a professor is currently $48,010 per year. Other staff will be supported at the appropriate rank; minimum salary for an associate professor is $34,279 per year. The assistant professor is $29,720 Can. Applicants should have a Ph.D. or M.D. degree, proven research experience in an area relevent to the proposed studies and outstanding potentiel for original highcalibre research. In accordance with Canadian immigration requirements this advertisement is directed to Canadian Citizens and Permanent residents of Canada. The University of Alberta is an Equal Opportunity Employer. Those interested should apply in writing enclosing a curriculum vitae, the names ol at least three referees, and any other relevent information to: Dr. Peter H. Cobbe, Department of Pharmacology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. Closing date for applications must be received prior to 31 March 1985.

UNIVERSITY OF SASKATCHEWAN. Clinical Pharmacy Faculty Position. The University of Saskatchewan's Collage of Pharmacy is saeking applicants for a tenure-track Clinical Pharmacy faculty position. Candidates should possess a Pherm.D. or Ph.D. with experience in clinical pharmacy practice/education and be eligible for a Saskatchewan pharmacy license. Teaching responsibilities include didactic instruction in clinical pharmacy and therapeutics in addition to the clerkship supervision of undergreduate and graduele clinical pharmacy students. The successful applicant will be expected to serve as a part-time clinical pharmacy practitioner in one of Saskatoon's teaching hospitals depending upon the specific area of the candidate's expertise. Scholarly activities are a significant criteria for faculty advancement and the applicant will be expected to collaborate in research activities pertaining to the field of drug therapy in clinical therapeutics. The position is available on July 1, 1985 with rank (Assistant or Associate Professor) and salary commensurate with experience. Excellent benefits are provided. Interested candidates are encouraged to forward a letter of application, a curriculum vitae and the names of three referees to: Dean J.T. Blackburn, Pharm.D., College of Pharmacy, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Deadline for Applications - March 15, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Sociology & Anthropology. Two limited term appointments of the Assistant Professor level to replace leaves of absence in 1985-86. Areas of specialization open but preference will be given to candidates with competence in Sociology of Theory, Sex Roles, Family, and Social Psychology; an allied competence in Social Anthropology may also be considered. Rank and salary subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Send curriculum vitae and (3) letters of reference to: Chairman, Department of Sociology & Anthropology, Concordia University, Montreal, Quebec, H3G 1M8, Canada.

QUEEN'S UNIVERSITY AT KINGSTON, CANADA. Art Conservation Program. Associate or Assistant Professor of Artifact Conservation. The Master of Art Conservation Program at Queen's University is inviting applications for the position of Assistant or Associate Professor of Artifact Conservation which will become available in the partial retirement of Professor H.W.M. Hodges in 1985. Candidates qualifications must include - 1. A Master's degree from a recognized graduate conservation training program; or Professional Membership in the Canadian Association of Professional Conservators; or equivalent qualifications. 2. Thorough knowledge of the technology and conservation of historical, archaeological and ethnographic artifacts. 3. Several years experience in conservation practice 4. The capacity to teach, supervise and carry out research in his field of study. The successful candidate for appointment will be June 1st, 1985, with teaching responsibilities commencing mid September. The appointment will continue to teach hall time in the Program for two additional years. Salary and level of appointment are negotiable depending on qualifications and qualifications. In accordance with Canadian immigration requirements this advertisement is directed in the first instance, to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply. Enquiries should be addressed to: Director, Art Conservation Program, Art Centre Extension, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

MOUNT ALLISON UNIVERSITY. Department of Geogrsphy. Applications are invited for a one year repiacement position at the rank of Assistant or Associate Professor. The successful candidate will teach undergraduate courses in human geography, including cultural and social geography. It is desirable that the candidate have a Ph.D. and some teaching experience. The position will be filled effective July 1, 1985. $26,486 salary range: lecturer $22,179 - $32,200; assistant professor $26,398 - $38,002. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. R. Palepu, Chairman, Department of Geography, Mount Allison University, Sackville, New Brunswick, E0A 3C0. The closing date for receipt of applications is March 31, 1985. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Secretariel Studies. Applications are invited for a term appointment for one or two years. This position will be at the rank of lecturer or assistant professor. Salary will be based upon a bachelor's degree with a background in business education. Duties will include the teaching of typing, shorthand and advenced secretenal procedures. This position will be lifted effective July 1, 1985. 1985-86 safery range: lecturer $22,179 - $32,200; assistant professor $26,398 - $38,002. Applications, including a curriculum vitae and the nemes of three referees, should be seni to: Dr. Willem J. Clemens, Chairman, Department of Mathematics and Computing, Mount Allison University, Sackville, New Brunswick, E0A 3C0. The closing date for receipt of applications is March 31, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Fine Arts. Applications are invited for a probationary appointment This position will be at the rank of lecturer or assistant professor. The successful candidate will be expected to work within a small University environment in a department historically dedicated to strong undergraduate teaching. Course load will include the teaching of lithography and one other studio discipline. He/she will also be expected to participate in additional administrative and academic activities of the department. This position will be lifted effective July 1, 1985. 1985-86 salary range: lecturer $22,179 - $32,200; assistant professor $26,398 - $38,002. Applications, including a curriculum vitae and the names of three referees, should be sent to: Prof. Thaddeus Holownia, Head, Department of Fine Arts, Mount Allison University, Sackville, New Brunswick, E0A 3C0. The closing date for receipt of applications is March 31, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Fine Arts. Applications are invited for a one year sabbatical replacement. This position will be at the rank of lecturer or assistant professor. The successful candidate will be required to work within a small University environment in e department dedicated to strong undergraduate teaching. Course load will include lithogrtphs and relief printmaking. This position will be lifted effective July 1, 1985. 1985-86 salary range: lecturer $22,179 - $32,200; assistant professor $26,398 - $38,002. Applications, including a curriculum vitae and the names of three referees, should be sent to: Prof. Thaddeus Holownia, Head, Department of Fine Arts, Mount Allison University, Sackville, New Brunswick, E0A 3C0. The closing date for receipt of applications is March 31, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. Department of Fine Arts. Applications are invited for a probationary eppointment at the rank of assistant professor or associate professor. Candidates should have a doctorate (or e Master's degree and substantial professional experience), an established reputation as a teacher and performer, and special expertise and interest in the areas of secondary piano, piano pedagogy, or accompanying. Duties will include the teaching of piano (primary applied), group piano, and piano pedagogy or accompanying at the undergraduate (B.Mus.) level This position will be filled effective July 1, 1985. 1985-86 salary range: assistant professor $26,398 - $38,002; associate professor $32,729 - $52,242. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. Brian Ellard, Head, Department of Music, Mount Allison University, Seckville, New Brunswick, Canada, E0A 3C0. The closing date for receipt of applications is March 31, 1985 or when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY COLLEGE OF CAPE BRETON. Mathematics. Assistant Professor, one year term Initially, with strong possibility of conversion to tenure-track, subject to budgetary approval. Ph.D. in Computer Science or Mathematics preferred, M.Sc. in Computer Science considered. Teaching and research; applicants must be prepared to teach in one or more of computing science, numerical methods, or discrete mathematics. Salary negotiable, dependent on qualifications. Send applications including vitae, publications list, teaching assessments, and 3 references to: Dr. R. Palepu, Chairman, Department of Mathematics and Computing Science, University College of Cape Breton, Sydney, Nova Scotia, B1P 6L2. Applications received by March 18 will be guaranteed consideration. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY COLLEGE OF CAPE BRETON. Psychology. 1. Possibly one or two positions (subject to budgetary approval) at the rank of assistant professor. 2. Ph.D. 3. Undergraduate teaching. Applicants with teaching and research interests in any area of psychology will be considered. 4. Salary range for assistant professors during the current academic year is $24,905 - $38,495. 5. Letters of application, curriculum vitae, and names of references should be sent to: Dr. William J. Clemens, Chairman, Department of Psychology, University College of Cape Breton, P.O. Box 5300, Sydney, N.S., B1P 6L2. 6. July 1, 1985. 7. When filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Continued on Page 44

One professor's definition of collegiality

by Leonard Guelke

The idea that our university should be based on a principle of collegiality is an objective which would probably command unanimous agreement from all members of the university community. The word "collegiality" however, is in need of definition, if it is to have real meaning in the conduct of university affairs. This short piece asks the question "How can collegiality or a collegial spirit be achieved?" It is intended to be a contribution towards the definition of an idea that could make this university a model of what a university should be.

Collegiality is trust

At the heart of the idea of collegiality is trust, but trust is not something that emerges spontaneously. It is something that needs to be nurtured in an atmosphere of mutual respect and confidence. University professors are highly-educated professionals and they should be given the freedom to develop and work in an open and supportive atmosphere. At a time when the importance of giving students greater control and direction over what and how they learn has been recognized, it is paradoxical that faculty members are often subject to monitoring of a surveillance type that does not help them to do a better job and creates unnecessary anxiety and tension.

...equitable treatment

A collegial spirit will not flourish in an atmosphere in which faculty members are not treated equitably on an individual and faculty basis. There is a need to reward excellence, but this must be done within a framework which does not reduce the worth of anyone. The rank system and salary differentials are the traditional means of recognizing individual differences in levels of achievement, and they are entirely adequate, if properly applied, for this purpose. The inconsistent use of "punitive" measures such as three terms of teaching or the denial of sabbatical leaves to deal with faculty members who have already been "dealt with" in terms of salary and rank is most unjust. Such measures place a double penalty on many individuals, and, much worse, create an inferior, subclass of faculty member. This system of "double indemnity" should, wherever it exists, be terminated if the university is serious about the principle of collegiality.

...respect for policies

A fundamental concept of natural justice is that employees should know their rights and what is expected of them. The expectations the university has of its faculty employees are set out in the official policies of the University of Waterloo. These policies are generally framed broadly in a way that recognizes the wide variety of faculty activities that characterize a modern university. Unfortunately, these policies have often been interpreted far more narrowly than their language sanctions, and policies are often honoured more in their breach than in their observance. In addition, some faculties have drawn up their own definitions of such crucially-important matters as adequate performance outside of and independently of official policies. Administrators, who unilaterally and arbitrarily change policies, act in ways that contradict the idea of a collegial university, because they make it impossible for faculty members to know what their rights are. In such confusion, faculty members have no protection from unequal treatment and intimidation and are often fearful of insisting on rights university policies are supposed to guarantee them.

...involvement

A collegial environment implies the active involvement of faculty members in the intellectual life of the university. The phrase "community of scholars" captures the essence of what a university should be, because it contains the idea of sharing in the pursuit of intellectual goals. Although everyone probably supports the idea of the university as a community of scholars, this ideal has not been given the high priority it warrants. The emphasis on things tangible has had the effect of downgrading the importance of such vital scholarly activities as reading, study, reflection, discussion and debate. A vigorous university intellectual life, involving the active participation of faculty members in seminars, and informal discussion, is undermined by the pressure placed on faculty members "to publish or perish." As scholars there is an obligation on all of us to share our knowledge, but such sharing can take many forms. When that form is a publication it is more likely to be of value when it results from an individual feeling he or she has something important to say than when it is a response to inflexible notions that make regular publication a requirement of the job.

...consultation

Individual faculty members should have a major say in determining the priorities and policies of the university. Although it is clearly necessary to have a formal hierarchy or "chain of command," the strongest scholars and scientists are often outside the administration. This situation places a special responsibility on administrators to see that all members of the university community are consulted in decisions which shape the character of the university. The idea of consultation does not simply mean occasional set meetings between senior administrators and faculty members, although such meetings are often very valuable. Consultation implies that there is a willingness on the part of administrators not merely to listen, but to learn and respond to the concerns of the university community. The implementation of the collegial principle of consultation would go a long way to giving faculty members a sense of involvement in university decision-making. This sense of active involvement is generally lacking from the university as it is now constituted. The Executive Council appears to operate in a manner not too different from the board of an industrial corporation, and if there is regular and widespread consultation with the faculty at large it is kept well hidden. In addition, the membership of the Executive Council does not reflect the full spectrum of faculty interests...

and finally...

The senior administrators of the university are, I have no doubt, well-meaning people, who are trying to do their best for the University of Waterloo. In articulating the idea of a collegial university they have held up for us all a noble ideal. It is, however, an ideal that must be implemented with enthusiasm and vigour if it is not to become yet another hollow slogan. It is regrettable that many important decisions affecting the university and individual faculty members have been made in a framework that is anything but collegial.

(Professor Leonard Guelke is with the Department of Geography, University of Waterloo.)

FAKES from 1

professionals are holding fake degrees.

McGill, U of T fakes

Most Canadians on the list purchased forged diplomas from U.S. colleges and universities, according to the FBI. Degrees mainly from the West Coast — California in particular — were sent to addresses in Montreal, Vancouver, Toronto, Winnipeg, Calgary, Ottawa, and Kitchener, Ontario. Some 20 U.S. residents purchased bogus University of Toronto diplomas, and an unknown number obtained fake McGill sheepskins.

Last June, FBI Special Agent Otho Allen Ezell executed search warrants and impounded the property of Gunter's cottage industry, Alumni Arts. Earlier, he and other agents had purchased counterfeits from Alumni Arts and negotiated a deal in which Ezell, posing as an enterprising accountant, would recruit clientele from the East Coast.

Urbi et orbi

Seized in the FBI raid were diplomas, printing plates and photographic negatives from hundreds of institutions. Gunter had listed in his catalog as "Schools Available" some of the country's leading research universities, including Stanford, Cornell, Johns Hopkins, New York, Emory, Chicago, Rensselaer Polytechnic, Northwestern, Temple, Texas A&M, Tulane, Michigan, and Wisconsin as well as the University of Cape Town, South Africa, the American University of Beirut, and the University of Havana, Cuba. According to Ezell, the Cuban diploma went to an address in Hong Kong.

Gunter had also forged degrees from several ficticious schools. Among them, Sands University, one of 44 diploma mills Ezell and colleagues had shut down during the course of the F.B.I.'s four-year Operation DipScam. Ezell had acquired a ficticious Master of Business Administration, flawless course transcripts, and letters of reference from the Arizona-based mill. The operator of that outfit, Wiley Gordon Bennett, last summer pleaded guilty to an 11-count indictment before the federal court in Los Angeles, where he was arrested after skipping out of Arizona.

Not in the Alumni Arts catalog but seized as evidence were certificates for the United States Merchant Marine Academy, U.S. Air Force Institute, the Bronze Star Medal and Air Medal of the U.S. Marine Corps, the American Institute of Clinical Pathologists, the U.S. Continental Army Command, the U.S. Armed Forces Institute, and the Department of Education and Science, Institution of Mechanical Engineers, London.

(See also McQuaid's column South of the Border.)

E. Patrick McQuaid

South of the border

"College diploma in one day. No questions." That sounded like my kind of college when I first caught this ad in a trade journal for mercenaries and hired killers. I later found that it had run in *Science Digest, Psychology Today, Rolling Stone, Moneysworth* and a series of easy-rider periodicals.

In the February 1984 *Bulletin* I reported that the FBI had enrolled Special Agent Allen Ezell in a string of correspondence schools, 42 of which he and his colleagues put out of business. I wondered then if the Justice Department was aware of this West Coast diploma factory, which advertised "beautiful exacting reproductions, including seals and colors. All inquiries confidential."

Months later, with a diploma on my wall and a copy of the indictment in my desk, I had my answer.

Trading Crib Notes

After obtaining a copy of the Alumni Arts catalog, I flew to Charlotte, North Carolina for an interview with Agent Ezell. No, they hadn't heard of Alumni Arts. Yes, they were interested. We agreed to trade notes and keep in touch. For his part, Ezell gave me a stack of copies of federal search warrants, affidavits, and indictments which offer detailed insights into the workings of some of the more sophisticated diploma mills.

The first effort to crack down on the bogus credentials industry came in 1959 under the direction of Arthur S. Flemming, then Secretary of what was then the Department of Health, Education and Welfare. The Eisenhower Administration wanted a list compiled and released so that the public could be warned. After a year's work, staff attorneys could only find 35 institutions, all of which had been previously shut down and their principals booked (though not necessarily in relation to these particular dealings).

College or felony?

The Government estimated that there were at least another hundred still grinding out degrees between drinks. The problem investigators faced then, and still do today, was a lack of standards and definitions for determining what constitutes a legitimate college and what constitutes a felony.

In many States the laws are scant, and very few actually prohibit "briefcase colleges." Where laws do exist, it has proved difficult to enforce them. Once closed down, the deans regroup elsewhere under a new charter. Investigations are further impeded because most "victims" are really satisfied customers. Thus the Justice Department must base prosecutions on mail and wire fraud and have had to resort to the classic sting operation, assigning an agent to purchase ficticious degrees and transcripts.

Enter Dr. Johnson

Some few years back, Robert Johnson, an accountant, decided to add a few more letters to the end of his name. He answered an ad in *The National Enquirer* offering a full range of academic degrees, based on the merits of "life experience" and requiring no classroom attendance. The Phoenix-based American National University sent him application papers, a course catalog and a life-experience questionnaire. Also enclosed was a tuition schedule: Bachelor's degree, $1,795; Master's, $1,895; and $2,195 for a Doctorate.

Mr. Johnson wanted a promotion and a pay-raise, so he ordered an MBA. He sent the university a $25 registration fee and returned the survey listing his job history and some brief biographical details. He failed to mention the name of his current employer, the Federal Bureau of Investigation. (Using the name Johnson, Snyder, and a host of others, Allen Ezell was hitting the books.) Soon after, he received a warm letter welcoming him into the community of scholars and a bill for the remainder of his tuition. Based upon his life experiences, American National was prepared to award him the MBA as soon as he completed a 20-page independent study paper. The subject of his thesis was to be worked out with university tutors.

Author, author

He promptly paid the balance and then allowed several weeks to pass. Ezell next wrote to say that he was just too bogged down with work to complete the required reading and writing. American National agreed to award him the degree and flawless transcripts if he submitted a five-page job description in lieu of a dissertation. Instead, he authored a lengthy affidavit for a search warrant. Game, set and match.

The president of American National turned out to be the president of North American University as well as American International. To boot, he was behind the National Accreditation Association, a briefcase scam to further the credibility of briefcase colleges. The FBI found that many of the diploma mills were in the habit of swapping clientele, diplomas, certificates, transcripts, class rings, even graduation photos.

Dr. McQuaid, you presume?

It remains to be said that justice has been served in the matter captioned "Alumni Arts." For the record, more than 2,500 customers were served, including Canadians. When the FBI raided the proprietor's studio, they seized diplomas and certificates from more than 300 colleges and universities, professional societies, government agencies, and military institutions. The names of the "graduates" are being forwarded to appropriate state and federal authorities.

My diploma? Harvard, Ph.D., of course.

Doyen
Faculté des Humanités

L'Université Laurentienne sollicite des candidatures au poste de Doyen de la Faculté des humanités. La nomination entrera en vigueur le 1er juillet 1985 ou dès que possible après cette date. La personne choisie sera nommée pour cinq ans et son mandat pourra être renouvelé.
La Faculté offre des programmes de premier cycle et quelques programmes de deuxième cycle en français, English, Langues modernes et Philosophie. Le Doyen assume également la responsabilité pédagogique des programmes en Humanités offerts aux trois universités fédérées à la Laurentienne, soit Huntington, Thorneloe et l'Université de Sudbury.
Les candidats doivent posséder de l'expérience dans l'enseignement, la recherche et l'administration.
L'Université Laurentienne dirige ses affaires en français et en anglais.
Les candidatures, accompagnées d'un curriculum vitae détaillé et des noms de trois répondants, doivent parvenir avant le 2 mars 1985 au:
Professor A. Gilbert
Vice-recteur à l'enseignement et à la recherche.

Dean
Faculty of Humanities

Laurentian University invites applications for the position of Dean, Faculty of Humanities. This appointment is to be affective July 1, 1985 or as soon as possible thereafter. The term of appointment is for five years with the possibility of ranawal.
The Faculty includes undergraduate and some graduate programmes in English, Français, Modern Languages and Philosophy. The Dean also has academic responsibility for Humanities programmes in the three universities federated with Laurentian: Huntington, Thorneloe and the University of Sudbury.
A background in University teaching, research and administration is essantial.
Laurentian University conducts its business in English and Franch.
Applications, accompanied by a detailed curriculum vitae and names of three referees, should be sant by March 2, 1985 to:
Dr. A. Gilbert
Vice-President, Acadamic

Université Laurentienne
Chemin du lac Ramsay, Sudbury (Ontario) P3E 2C6

Laurentian University
Ramsey Lake Road, Sudbury, Ontario P3E 2C6

Doyen
Faculté des écoles professionnelles

L'Université Laurentienne sollicite des candidatures au poste de Doyen de la Faculté des écoles professionnelles. La nomination entrera en vigueur le 1er juillet 1985 ou dès que possible après cette date. Le personne choisie sera nommée pour cinq ans et son mandat pourra être renouvelé.
La Faculté offre des programmes de premier cycle et quelques programmes de deuxième cycle dans les écoles de Commerce et Administration, Sciences de l'éducation, Infirmières, Service social, Education physique et hygiène, Traducteurs et interprètes, ainsi qu'un programme d'Administration des sports. Le Faculté compte environ 90 professeurs à plein temps et 1500 étudiants à plein temps.
Les candidats doivent posséder de l'expérience dans l'enseignement, la recherche et l'administration.
L'Université Laurentienne dirige ses affaires en français et en anglais.
Les candidatures, accompagnées d'un curriculum vitae détaillé et des noms de trois répondants, doivent parvenir avant le 2 mars 1985 au:
Professor A. Gilbert
Vice-recteur à l'enseignement et à la recherche.

Dean
Faculty of Professional Schools

Laurentian University invites applications for the position of Dean, Faculty of Professional Schools. This appointment is to be effective July 1, 1985 or as soon as possible thereafter. The term of appointment is for five years with the possibility of renawal.
The Faculty includes undergraduate and some graduate programmes in the Schools of Commerce and Administration, Education, Nursing, Social Work, Physical and Health Education, Translators and Interpreters and the Sports Administration Programme. There are about 90 full-time faculty and 1,500 full-time students in the Faculty.
A background in University teaching, research and administration is essential.
Laurentian University conducts its business in English and French.
Applications, accompanied by a detailed curriculum vitae and names of threa refereas, should be sent by March 2, 1985 to:
Dr. A. Gilbert
Vice-President, Acadamic

Université Laurentienne
Chemin du lac Ramsay, Sudbury (Ontario) P3E 2C6

Laurentian University
Ramsey Lake Road, Sudbury, Ontario P3E 2C6

Dalhousie University School of Library Service invites applications for the position of Assistant Protessor with expertise in machine applications to library services and knowledge of scientific and technical information communication. This is a small school (65 full-time students in a two-year academic programme) with an innovative, integrated curriculum. The person sought should have a humanistic approach to machine applications in library and information work. Qualifications preferred: degree in the sciences, MLS and advanced degree with appropriate experience. Starting date negotiable between July and August, 1985. Salary determined by Collective Agreement; scale for 1983-84 was $24,392-$35,392 (currently under review tor 1984-85). Applications to: **Dr. Norman Horrocks, Director, School of Library Servtce, Dalhousie University, Halifax, Nova Scotia, Canade, B3H 4H8.** Closing date for applications is April 15, 1985.
Daihousie University is an equal opportunity employer.
In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Dalhousie University
Serving Atlantic Canada

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elitist from an intellectual point of view, but in which they were certainly more elitist from a social point of view. That past society chronically undersued the talents of Canadians, preferring to import educated and trained people from outside to spending the money necessary to educate and train its own. It greatly undervalued the contribution made to education by women. The present is far from ideal. But the past is one to which we should not be eager to return."

Gideon Rosenbluth of the University of British Columbia, past president of the Canadian Economics Association and of CAUT, gave a paper on the situation in British Columbia. He concluded that the quantitive impact of restraint on the universities and their students was not similar to its impact on other objects of B.C. governmental expenditure, nor was the impact of restraint the same for students, or potential students, from different income groups and social classes.

Shared commitment

The Conference was closed by a speech from the Hon. Terence Donohoe, Minister of Education in Nova Scotia and former Chairman of the Council of Ministers of Education of Canada.

"I still say, without reservation, that one of the things t have become convinced of is that our first priority as we plan for the future must be our universities."

He quoted the commitment expressed by Walter Light of Northern Telecom that universities were vitally important, both professionally and in terms of the liberal arts. He also noted the criticisms leveled by Mr. Light against business, government, and the universities.

The Minister committed himself to the view that there should be no financial barriers to higher education, and that the universities had a social responsibility to reach out to communities — such as the black community in Halifax, where a Dalhousie program was attempting to remedy past exclusion. He also noted the continuing need to meet the expectations of women students.

"But the solution must be found not only in increased revenues, but in more effective and rational use of the resources available," particularly through sharing and cooperation among universities. The universities must not be simply viewed as a means of producing skilled manpower, but also must continue to address the great problems of society.

"You are members of the university — t want you to believe that I am a friend — and while the undoubted fact that we look at the world through different windows results in our sometimes using different language to describe our different perspectives, there is no difference between us in our commitment to our universities and in the importance of ensuring access to them."

Margit L. McCorkle presents a copy of the recently publish-ed book Thematic and Critical Catalogue of alt of the Works of J.S. Bach, to William E. Taylor Jr., President of the Social Sciences and Humanities Research Council of Canada. The Catalogue, drafted mostly in German, was started by Prof. Donald M. McCorkte and a team et UBC. The work was carried on by Mrs. McCorkte foltowing her husband's death in 1978. It was funded by the Canada Council and the SSHRC. It was launched lest fatl by the German publisher G. Henle Vertegs. The Catalogue, essentiatly en annotated Brahms bibliography, is described as a mejor work of Canadian scholarship and is expected to attract international acctaim.

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an obligation on the part of the Board to at least match the faculty contributions. That position was rejected by the Board of Governors.

The DFA was prepared to treat this money as a loan to the Board, provided, of course, that the potential assets of the fund were later restored by an increase in the level of the Board's contributions. The Board would have to increase its contribution by $90,000 for every $1 million borrowed. The Board rejected this approach.

The President of Dalhousie confirmed to a DFA meeting Jan. 9 that there had been no discussions with the DFA or any other campus union before the first pensions contributions were omitted in 1984.

Test case?

The Dec. 28 issue of The Financial Post noted that this dispute might become a test case for universities. It is reported that a top Dalhousie official told students that another Canadian university was waiting to see what happened at Dalhousie before adopting the same tactic.

The salary dispute has been highlighted by two other settlements in Nova Scotia. The primary and secondary school teachers received an increase of almost t0 percent over two years plus steps. Many faculty members at Dalhousie are well aware that they would receive more pay if they were working in the primary or secondary school system. On Jan. 8 the St. Mary's Faculty Union settled at conciliation for 5.4 percent plus steps (4 percent in the second year) plus improvements to the pension plan of the university in both years.

When conciliation collapsed at Dalhousie, the Faculty Association was asking 4.9 percent on scale plus steps. The President of the University stated at the Faculty Association meeting Jan. 8 that both the pay and the pensions of Dalhousie faculty were deplorable by comparison with other Canadian universities.

University College of Cape Breton

VACANCY

SPEECH COMMUNICATION

DEPARTMENT OF LANGUAGES, LETTERS AND COMMUNICATION

Title of position: Assistant Professor, one-year replacement appointment, pending administrative approval.

Qualifications required: Ph.D. in Communications preferred plus college teaching experience.

Nature of duties: Teach undergraduate courses in interpersonal speech communication, argumentation and debate.

Salary offered: Salary negotiable depending on qualification.

Person to be addressed: Send application, including updated résumé and confidential file to:

The Chairman
Department of Languages, Letters and Communication
University College of Cape Breton
P.O. Box 5300
Sydney, Nova Scotia
B1P 6L2

Effective date of appointment: July 1, 1985.

Deadline for applications: February 28, 1985. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

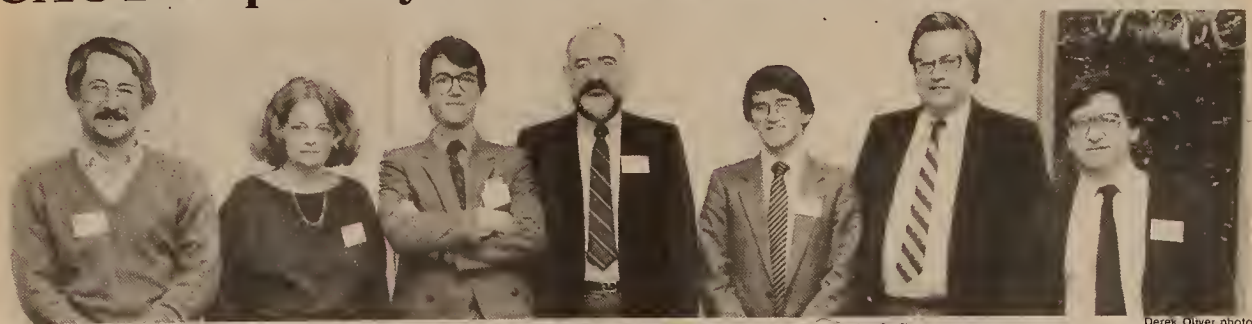
University of Saskatchewan

Dept. of Crop Science and Plant Ecology

Research Associate in Seed Physiology

Qualifications: Ph.D. with a strong background in plant physiology and biochemistry; research experience in the biochemistry of seed viability and germination. In accordance with Canadian Immigration requirements this advertisement is directed to citizens and permanent residents. Term of employment: One year (from March 1, 1985, with prospect of a further three years. Write to: **Prof. G.M. Simpson, Dept. Crop Science and Plant Ecology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.**

CAUT helps lawyers to form an informal network



Left to right, David Mullan, Ann Robinson, René Martel, Ken Swan, Michael MacNeil, Donald Savage, Jeffrey Sack, Q.C.

Derek Oliver photo

Lawyers who work for local faculty associations, CAUT legal staff, and academic lawyers serving on various CAUT committees, got together Jan. 18-20 in Ottawa at a conference sponsored by CAUT. The purpose was to create an informal network of lawyers so that those who represent faculty members know their colleagues across the country and can call on them easily for assistance. It was also to ensure that the lawyers were aware of the most recent litigation involving faculty.

Six talks were delivered. Prof. David Mullan of the Faculty of Law at Queen's spoke on the issue of fairness in the employment of university staff. Prof. Michael MacNeil of the Department of Law at Carleton spoke on job security for academic staff and the effects of program redundancies and financial exigency. Ann Robinson and René Martel of FAPUQ gave a paper entitled "La promotion des professeurs d'université; comparison de deux systèmes", which compared the systems in place at Laval and Université de Montréal.

Ken Swan dealt with discipline and dismissal involving mental illness, alcoholism or criminal convictions. Donald Savage, Executive Secretary of CAUT gave a paper on academic freedom, and Jeffrey Sack Q.C. of Sack, Charney, Goldblatt & Mitchell dealt with the Charter of Rights and Freedoms and its impact on universities.

It is hoped that this will be an ongoing annual event sponsored by the CAUT.

La puce à l'oreille

par Eric Devlin

Le régime québécois d'aide financière aux étudiants du post-secondaire est généralement reconnu comme l'un des plus généreux au Canada. En 1983-84, 103,000 étudiants ont reçu un prêt du ministère de l'Éducation du Québec, tandis que 66,500 recevaient une bourse. Pour trois étudiants qui recevaient un prêt, deux étaient également bénéficiaires d'une bourse. Globalement, la proportion de prêts refusés se maintient depuis plusieurs années à environ 10 pour cent.

Le gouvernement du Québec consacre environ $300 millions à l'aide financière aux étudiants du post-secondaire, soit environ la moitié en prêt et l'autre en bourse. La moyenne des montants accordés par étudiant en 1983-84 est de $1,425 pour les prêts et $2,271 pour les bourses, soit une augmentation en dollars constants de 13 pour cent par rapport à 1974-75. Le régime d'aide financière n'a à peu près pas souffert des compressions budgétaires. Malgré tout, certains problèmes persistent dans ces programmes.

L'accessibilité aux études post-secondaires

Le régime des prêts et bourses est né en 1966 et s'inscrivait dans le contexte général d'une démocratisation de l'enseignement. Le nombre de demandes d'aides financière qui s'était maintenu entre 55,000 et 60,000 jusqu'en 1975-76 a connu une forte augmentation pour atteindre les 118,000 demandes en 1983-84.

Malgré ce succès évident, les études post-secondaires demeurent un privilége de riche. Selon Alain Massot de l'Université de Montréal, la probabilité d'accéder à l'université chez les enfants de cadres supérieurs et professionnels inscrits en secondaire V est d'environ cinq fois supérieure à celle des enfants d'ouvriers, soit 44 pour cent par rapport à 9 pour cent. La thèse de doctorat d'Alain Massot révéle que la coupure la plus nette dans la sélection se fait entre le secondaire et le collégial puisque seulement 45 pour cent des étudiants francophones du secondaire V ont poursuivi leurs études au collégial, et ceci ne tient pas compte du phénoméne des abandons avant la fin du secondaire.

Les impératifs financiers auraient une lourde responsabilité dans l'interruption des études. En effet, une enquête du Centre de sondage de l'Université de Montréal révélait que 43 pour cent des répondants imputaient à leur situation financiére l'arrêt de leurs études avant d'avoir atteint le post-secondaire.

Toujours selon le même sondage, seulement 65 pour cent des Québécois de 16 à 37 ans ne possédant pas de scolaire post-secondaire connaissaient en 1980 les programmes d'aide financiére. Et les plus informés sont les plus riches et les plus scolarisés. Il y a donc un manque évident d'information chez les jeunes fréquentant le secondaire. À ce propos, le Conseil des collèges recommandait récemment dans un avis au ministre de l'Éducation d'accentuer les efforts d'information auprès des éléves du secondaire.

Sous le seuil de la pauvreté

Statistique Canada établit à $9,975 le seuil de la pauvreté pour une personne seule. Le régime d'aide financiére du gouvernement du Québec établit le budget de dépenses d'un étudiant à $6,055 pour l'année, soit sur une base hebdomadaire $29.40 pour le logement, $66.85 pour la nourriture et $20.20 au chapitre des dépenses personnelles. Ces sommes ne reflètent pas les coûts réels encourus par l'étudiant. Par exemple, à Montréal, il n'y a pas de chambre en bas de $40 ou $45 par semaine. Le régime actuel ne reconnait pas non plus de frais de transport pour l'étudiant ne résidant pas chez ses parents. On postule qu'il habite prés de l'établissement d'enseignement.

Par ailleurs les montants alloués pour l'achat de matériel scolaire ne tiennent pas compte des contraintes imposées par certaines options. Ainsi en art ou en photographie, les institutions ont tendance à faire assumer aux étudiants une part de plus en plus grande des coûts du matériel.

Les étudiants à temps partiel

Les étudiants poursuivant des études post-secondaires à temps partiel constituent une part croissante de la population des établissements d'enseignement. Ils ne peuvent cependant bénéficier d'aide financiére car une des conditions d'admissibilité au régime est d'être inscrit à temps complet dans un tel établissement. Les facteurs qui motivent les individus à prendre la voie des études à temps partiel sont multiples et semblent correspondre à un mode de vie de plus en plus adapté à la société contemporaine. C'est pourquoi le Conseil des collèges remet en question leur exclusion du régime des prêts et bourses. «Leur statut d'étudiant à temps partiel n'atteste en rien de la suffisance de leurs ressources financières», écrit le Conseil dans son avis au ministre de l'Éducation. Le Conseil constate d'ailleurs que ces étudiants, adultes pour la plupart, peuvent bénéficier d'une certaine aide dans les autres provinces, en vertu du Programme canadien de prêts aux étudiants.

Le Conseil des collèges recommande donc au gouvernement québécois de mettre en place un régime d'aide financière pour les étudiants à temps partiel, leur permettant de couvrir une partie des dépenses générées par la poursuite des études: frais de scolarité, de matériel scolaire, de transport et de garderie. Une telle aide a été évaluée à $35 millions sur six ans, sur la base de prêts sans intérêts de $400 par session à 20,000 étudiants.

Le cas des ex-bénéficiaires d'aide sociale

Le vent de conservatisme qui soufle sur notre société nord-américaine n'a pas épargné le Québec. Les bénéficiaires d'aide sociale sont souvent les premiéres victimes des contraintes budgétaires car ces gens "absuent" du systéme pour reprendre l'expression à la mode. Certains bénéficiaires d'aide sociale peuvent hésiter à quitter les avantages de ce régime par rapport à ce qui leur est octroyé dans le cadre de l'aide financiére aux étudiants. Celle-ci implique notamment un endettement. D'autre part, ils se trouvent à perdre certains avantages sociaux, tel la gratuité des médicaments.

Pour favoriser le retour aux études des bénéficiaires de l'aide social, il faut donc harmoniser les deux régimes. Le Conseil des collèges recommande de convertir pour la premiére année le montant du prêt en bourse pour ces personnes et de maintenir les avantages sociaux acquis pour les étudiants avec enfant à charge.

Une accessibilité au régime contesté

Depuis dix ans, le Québec a été le théatre de violents conflits étudiants à propos du régime de prêts et bourses. L'Association des étudiants du Québec (ANEQ) est d'ailleurs né en 1974 du premier conflit étudiant sur cette question. Les étudiants ont toujours souligné l'incohérence du systéme d'aide financiére qui tient compte des revenus des parents de l'étudiant même si celui-ci est majeur au sens de la loi et a quitté le foyer familial.

Le régime d'aide financiére aux étudiants du post-secondaire ne deviendra pas un programme universe, essentiellement pour deux raisons. Le gouvernement n'a pas les moyens de le rendre universe et même s'il le faisait en conservant le même budget de $300 millions, des organismes comme le Conseil des colléges s'y opposeraient car l'universalité du programme se ferait au détriment des classes socio-économiquement faibles. En effet ces cfasses sont déjà sous représentées dans notre systéme d'enseignement et l'universalité du programme diminuerait les montants qui lui sont présentement accordés.

Tout le monde reconnait cependant qu'un étudiant venant d'une famille aisée peut avoir besoin d'une aide s'il ne reçoit aucun support de sa famille. En 1976, le gouvernement avait modifié la Loi des prêts et bourses pour permettre l'octroi d'un prêt avec intérêts, c'est à dire à la charge de l'étudiant pendant ses études. Cet amendement à la loi est cependant resté lettre morte.

Le Conseil des colléges recommande de nouveau que de tels prêts puissent être accordés. Mais la diligence avec laquelle le gouvernement avait oublié sa propre volonté en 1976 ne laisse pas présager un brillant avenir aux recommandations du Conseil des colléges.

Late Advts.

UNIVERSITE D'OTTAWA. Département de linguistique. Poste d'assistant de recherche de 12 mois dans le cadre d'un projet de syntaxe historique du français portant sur le valence verbale (relations entre transitifs, intransitifs, et réfléchis). Connaissance de l'ancien et du moyen français, ainsi que de l'allemand requise. Expérience de recherche en lextcologie et dans le traitement de larges bases de données serait idéal. Salaire autour de $23,000. Les candidatures seront acceptées jusqu'à ce que le poste soit rempli. Candidatures avec C.V., publications ou travaux pertinents, ainsi que le nom de deux répondant a adresser au Professeur Paul Hirschbüler, département de linguistique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITE LAURENTIENNE. Economie. L'Université Laurentienne sollicite les candidatures d'hommes et de femmes à un poste de professeur pouvant mener à la permanence au Département de Science économique.

La nomination entrera en vigueur le 1er juillet 1985. Les candidats devraient être titulaires d'un doctorat ou sur le point de l'obtenir. Le candidat choisi aera chergé d'enseigner en français des cours spécialisés de premier cycle dans un ou plusieurs domaines de spécialisation. La préférence sera accordée aux candidats bilingues. Le rang sera en fonction des qualifications et de l'expérience. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Faire parvenir son curriculum vitae au Professeur E. Witteuer, Directeur du Département de Science économique, Université Laurentienne, Sudbury (Ontario) P3E 2C6.

YORK UNIVERSITY. Social Science. Applications are invited for a contractually-limited appointment commencing July 1, 1985. We are interested in a candidate to teach courses in our undergreduate Urban Studies Programme, with an emphasis in Urban Sociology, Environmental Psychology and/or Social Work. A strong background in research methodology is required. Ph.D. or equivalent, publications and teaching experience (preferably interdisciplinary) are all desirable. Send curriculum vitae and names of three referees to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. The availability of this position and its term are conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.